Certificated Seniority List- Frequently Asked Questions

1. How is seniority defined for certificated employees in AUSD?

Seniority is based on the first paid day of probationary or permanent certificated service in AUSD, consistent with California Education Code. AUSD follows Ed Code requirements for establishing and maintaining seniority order.

2. Do temporary certificated employees in AUSD have seniority rights?

Temporary certificated employees generally do not accrue seniority, consistent with Ed Code §§44917–44918.

3. How do leaves of absence affect seniority in AUSD?

Paid leaves typically do not affect seniority under Ed Code. Unpaid leaves may affect seniority depending on type and length.

4. If I am placed on a 24- or 39-month reemployment list due to extended illness, do I keep my seniority?

Yes. If an employee exhausts all statutory illness leave and is placed on a 39-month reemployment list (for medical inability to work), the employee retains seniority if returning within the statutory window. This is because the time on the medical reemployment list is legally treated as extended leave, not a break in service.

5. How seniority is calculated after voluntary resignation (Ed Code §44848)

If the employee resigned voluntarily (or was dismissed for cause) and later returns, their seniority date becomes the date they begin rendering paid service after reemployment, not their original hire date.

This does not apply to employees separated due to layoffs, because layoffs are protected under §§44956/44957.

6. If I am laid off and later rehired, do I keep my seniority?

Yes. Under Education Code §§44956 and 44957, certificated employees who are reemployed within their statutory recall windows retain their original seniority date without any break, provided the separation was due to layoff:

- Permanent employees: 39-month reemployment period.
- Probationary employees: 24-month reemployment period.

Summary for Certificated Staff:

Situation	Seniority Status
Laid off and rehired within 39/24 months	Seniority is fully retained (no break).
On 39-month medical reemployment list	Seniority retained if return is within period.
Voluntary resignation	Permanent status restored, but seniority resets to new reemployment date (unless a statutory exception applies).

7. What should I do if I believe my seniority date or placement is incorrect?

You should:

1. Request review through AUSD Human Resources.

   HumanResources-CertificatedHumanResources@antiochschools.net

2. Provide documentation such as contracts, hire letters, or payroll start records.
3. Contact AEA for representation or support if needed.
   Seniority lists are part of HR documentation available to employees