

**NVEA RIF Q & A's**  
**April 26, 2010**

1. How will RIF teachers be informed of available jobs? (Is it up to us to constantly check at HR or are they supposed to be calling us with any job that we're qualified for?)

Human Resources will use the reemployment list to bring back teachers when there are both open and temporary positions for which they are appropriately credentialed. Each time there is an available position, they begin at the top of the reemployment list and work their way through that list until someone from the list accepts the offer. The process starts over each time a position opens up. Human Resources will contact teachers.

2. Who will keep tabs on:

- Rehiring of RIFs (that they are going in the correct order of seniority)

Human Resources is obligated by law to go in the correct order of seniority.

- Subbing (don't we have sub rights? How does that work? Who ensures that all RIF teachers are offered sub jobs before anyone else?)

Human Resources has given the substitute caller the reemployment list. She will place those teachers names on a priority list. All teachers both probationary and permanent have priority rights to substitute – specific details are in Ed Code.

3. Point system discussed for transfers.

Human Resources is using a point system that was developed on the Board Resolution for breaking ties on the seniority list of teachers that had the same seniority date. The system was also aligned with the collective bargaining agreement.

4. If RIF teachers rehired, they keep same hire date/seniority date.

Yes.

5. Priorities for transfer are as follows:

1. Transfers necessitated by school closures;
2. Transfers necessitated by lay-offs; and,
3. Voluntary transfers.

Once all transfer processes have taken place and positions open up, Human Resources will fill those positions from the reemployment list in seniority order based on credential(s) required for the position.