
FAQ #3 – REDUCTION IN STAFF/LAYOFF

1. I have been unassigned from my building. Now what?

A: Vacancies were posted in the Internal Phase and interviews for positions will occur April 09 through April 13, 2018. About April 25-27, Human Resources will notify successful applicants of the positions for which they have been selected for the 2018-19 school year.

2. What happens if I am not selected in the internal interview process?

A: Human Resources will transfer still-unassigned educators to remaining vacant positions for which they are licensed and competent. This will occur in late April. Human Resources will consider all licenses and endorsements you hold in finding a placement. Per the PAT/PPS contract, you cannot be assigned to a position outside of your licensure and competence, except by agreement between you and the District. All unassigned educators must be assigned before the District may consider external applicants.

3. When do layoffs occur?

A: If there are more unassigned educators than there are vacant positions in a licensure area, layoffs may occur.

4. How is it determined who gets laid off?

A: Per Article 20.B. of the PPS/PAT contract, professional educators shall be laid off according to length of continuous service with the district (seniority), provided those who are retained are both licensed and competent (or will qualify as competent) for the assigned position. "Competent" is defined in the contract as "the ability to teach a subject or grade level based on recent teaching experience related to that subject or grade level within the last five years, or educational attainment, or both."

5. What is the process for layoff?

A: First, PPS will determine the area(s) or program(s) in which layoff(s) will occur. Before laying-off any educator, the District must seek to avoid layoff by offering a one (1)-year, unpaid leave of absence to educators in those areas or programs who would not be laid off. An educator who volunteers for a leave and has at least ten (10) years of service in the district will continue to receive paid medical/dental benefits for up to one year.

6. What if there are still more people than positions? Should I worry about "bumping"?

A: If a layoff occurs, the least-senior educator(s) in a layoff area will be laid-off, whether they had already been unassigned or not. Any more-senior members who are still unassigned would then be assigned to the positions made vacant by the laid-off educators.

7. Can I be partially laid-off?

A: Yes. Educators who are partially laid-off (have their FTE reduced) have a right to be recalled to the portion of their FTE that was reduced. However, PPS may reduce FTE between [0.5 and 0.66], [0.67 and 0.74], and [0.75 and 0.99] without it resulting in a layoff.

Check PAT/PPS Contract Article 16 for detailed information about the layoff and recall process

8. If I am laid off, what rights do I have?

A: If you feel you were unfairly laid-off because of a claim that you were not "competent" for a position, you may assert your right to be retained. The District is then required to review your training and experience to determine whether you are competent for that assignment or, if not, to identify a plan for additional training or education applicable to that assignment and a timeline to complete. You may then either accept the training plan as a condition of accepting the position or may decline and be laid off. (See Article 20.B.2-4).

9. Do I have any benefits under the contract while on layoff?

A: Yes. First, the District must provide medical benefits to laid-off professional educators for a period of three (3) months following the month in which their coverage would otherwise end. After that, the laid-off professional educator may continue medical coverage at his/her own expense, per the provisions established by the Health & Welfare Trust. Second, laid-off professional educators shall be given consideration for work as a substitute teacher, and that will not affect the laid-off educator's right to be recalled to a position.

10. What are "recall rights"?

A: If you are laid-off, you have the right for three (3) years to be recalled to vacancies which become available for which you are licensed and competent, or will qualify as competent. Recalls will be done in the order of most senior first. A professional educator who has been laid-off may refuse one job offer without loss of recall rights.

11. What are my responsibilities for recall?

A: At the time of layoff, you must notify Human Resources in writing that you are interested in and willing to be recalled. Keep a copy of your written notification.

12. I am laid-off totally from my 1.0 FTE position. If they offer me recall to a part-time job, must I accept it?

A: No, you may decline it and remain on the recall list until another position becomes available that is comparable in FTE to the position from which you were laid-off. However, if you do accept a lower FTE job offer, you remain on the recall list for recall to a position that has your original amount of FTE.

13. If I am recalled and return to work, do I have to start over in terms of seniority, etc.?

A: No. An educator who returns to work from the recall list returns with the same probationary or contract status, placement on the salary schedule, and all other seniority-related and accrued benefits held prior to being laid-off.