

ARTICLE FIFTEEN

OK

SITE REDUCTIONS/DISTRICT REDUCTION IN FORCE

15-7 Recall Procedure

A. 1. Seniority

When the district determines that there will be budgeted, available positions, highly qualified and appropriately certified RIF MBUS will be recalled in the order of bargaining unit seniority, according to the articles of this agreement. The individual being recalled shall contact the principal at the new school. The principal shall communicate the expectations for all teachers at that school. The MBU shall then communicate to human resources whether the position will be accepted or if the MBU would prefer to remain on the RIF recall list.

2. Seniority List

A list of the total MBUs in the District shall be compiled starting with the MBU having the most seniority and continuing to the MBU with the least seniority. The seniority list shall also itemize, after each name, each MBU's area(s) of certification. The seniority list shall be delivered to the Association by October 1 of each year. MBUs shall have the right to challenge their placement on the seniority list.

B. PRELIMINARY NOTICE

The district human resources office shall first give notice of recall to MBUS by phone.

C. Response

Members of the bargaining unit (MBUs) shall accept or reject the offered position within forty-eight (48) hours from the receipt of the recall opportunity. If the MBU does not respond within forty-eight (48) hours, the job offer will be rescinded. Reduction in force (RIF) MBUs may decline up to three (3) recall opportunities. MBUs that reject three (3) recall opportunities shall be removed from the recall list until the end of the following school year.

D. OFFICIAL Notice

The district shall give written notice of recall by email to their last known email address, or by sending a first class letter. The association shall be notified in a timely manner about who has been recalled. The recall letter shall specify the position which is vacant, including the site, assignment, and full-time equivalency for the position. It shall be the responsibility of such MBUs to notify the District of any change in address, additional certification, or additional educational units. Members of the bargaining unit (MBUs) who do not secure a position by the last Friday before the end of the school year shall be subject to reduction in force (RIF). RIFed MBUs with expired fingerprint clearance cards, certifications and/or required endorsements shall be removed from the RIF list.



E. Other Employment

If a MBU has secured employment elsewhere, he/she shall continue to retain recall rights unless the MBU expressly withdraws in writing from the recall list.

F. Full-Time/Part-Time Positions

MBUs who were previously assigned to part-time and full-time positions shall be recalled to full-time positions according to State law. Full-time MBUs shall have the option of accepting or rejecting any part-time positions that may exist without jeopardizing their recall status for any full-time position. Part-time MBUs shall have the option of accepting or rejecting any full-time positions that may exist without jeopardizing their recall status for any part-time position.

G. Qualifications for Recall

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RIFed MBUs shall specify in writing the grade level, program and subject matter for which they wish to be considered for recall. MBUs shall have the right to limit the positions for which they will be considered for recall.

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**15- 8 Recall Rights**

**A. Other Employment**

MBUs shall not lose their recall rights if they secure other employment during the time they are on the recall list.

**B. Benefits**


All benefits to which MBUs were entitled at the time of their being released due to a reduction in force, including unused accumulated sick leave and credits toward sabbatical eligibility, shall be restored to MBUs upon their return to active employment, unless such benefits have been paid out as a separation benefit. Healthcare benefits shall become effective the first day of the month, following the month the MBU has been recalled. MBUs shall retain their placement on the salary schedule.

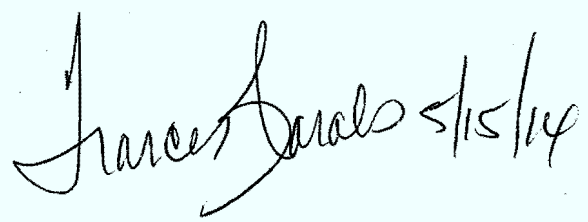
**C. Recall List**

The District shall maintain, as public record, a list of all MBUs who have retained recall rights. The recall list shall include the MBU's name, classification title, certification, highly qualified status, and date of hire into the District. A MBU shall remain on the recall list for at least ~~two~~ **years ONE YEAR** after the effective date of layoff, but no less than what is in accordance with state statute, unless the MBU waives recall rights in writing and/or resigns in writing to the District.

**D. Grievances**

The Association shall have the right to file a grievance for MBUs who are not recalled if it appears that their re-employment rights have been violated. Upon request, The District shall provide the Association with the current list of those MBUs who have retained recall rights, along with each MBU's area(s) of certification, and the education and experience of MBUs for assignments with neither specified certification nor educational requirements, and their seniority ranking by February 15 of each year.

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