

GETTING READY FOR EDUCATOR RIFs 5 STEPS TO TAKE NOW

A RIF is a Reduction in Force by a school district due to lack of funds. In other words, educators who receive RIF notices are given pink slips telling them they will be laid off.

1 If your district asks you to sign a statement verifying your seniority date and credentials, **BE CAREFUL**. Make sure the information is 100% correct before you sign. If you sign and the information is not accurate (for example, the statement credits you with too little seniority or some, but not all, of your credentials), the district will use the statement against you in the RIF hearing to undermine your seniority and credential claims. RIF hearing officers also often restrict individuals from contesting incorrect credential or seniority information at the RIF hearing, especially when the individuals already have had an opportunity to set the record straight.

2 Make sure that **ALL** of your credentials and certifications are on file with the school district, especially certifications to teach English language learners. If you hold a credential or certification, but it is not on file with the district by March 15, you will not be credited with that credential or certification in the RIF hearing. If you need to check on your credentials, look them up on the CTC website at <http://www.ctc.ca.gov/lookup.html>.

3 Check your personnel file. Copy any documents from the file that you will need to prove your first day of paid service with the district as a probationary employee. Remember, your first in-service day may count, even if it was not mandatory, as long as you were paid for the day. Collect the documents now that will let you prove that date if need be in the RIF hearings.

4 If you are an agency fee payer, join CTA so that you will be represented by CTA in any RIF hearings that occur in your district. CTA provides representation to all members in RIF hearings, but does not provide representation to agency fee payers in RIF hearings.

5 Contact your CTA staff person immediately if you receive a layoff notice. There are very short and strict timelines that begin to run from the date any teacher receives a layoff notice. It is very important that you contact CTA right away once you receive a layoff notice, so that CTA can help ensure that all of the statutory deadlines will be met.

Thanks for taking the time to review this material. A little time now preparing for possible RIFs in your district could make all the difference later.