

Timeline

January 22

RIF teachers identified

January 29

Displaced teachers identified

February 1-4

Seniority lists sent to buildings

Internal building transfers conducted

February 5

Vacancies posted for displaced teachers

February 8-26

Placement of displaced teachers

March 10

Board approval of RIF resolution and in-building transfers and placement of displaced teachers

March 11

Letters mailed to RIF teachers by certified mail

District vacancies posted

March 11-19

Voluntary transfers for in-district candidates only (RIF teachers are not eligible at this time)

March 29-April 8

Teachers requesting transfers interviewed and placed

April 9-16

All vacancies posted

April 19

Interviews, selections and assignments

Administration and UFEA meet with RIF teachers:

January 26 – 4:00 pm @ KJHS

January 28 – 4:00 pm @ KJHS


Frequently Asked Questions:

- Q. How will I find out about insurance and unemployment benefits?
- A. UFEA will have an informational meeting on these topics later in the spring.
- Q. Can a displaced teacher move to a vacancy within their current building during the internal transfer process?
- A. Yes, that would occur during the internal transfer (within building) process and the decision is up to the building principal.
- Q. Will displaced teachers have to interview for jobs?
- A. No, displaced teachers will only need to select a job from the list provided.
- Q. Who will have to interview for jobs?
- A. Teachers requesting internal transfers and RIF'ed teachers applying for vacancies will be interviewed.

McLean County Unit
District 5

Certified Staffing 2010





Seniority

Section 6.6.1.5 of the negotiated contract between the Board of Education and UFEA defines seniority as “the total years of continuous service to the District in a position requiring teacher certification.”

- School code requires the district to publish a seniority list annually by February 1.
- It is up to the teacher to report any discrepancies using the Seniority List Explanation and Adjustment Form. Forms can be submitted to the Asst. Supt. Of Human Resources.

Reduction in Force

- All 1st year full-time non-tenured teachers and non-tenured part-time teachers will be released.
- Section 7.7 of our contract states: *“No later than sixty (60) days before the end of the school term, the administrator and/ or evaluator shall complete a written evaluation report and make recommendations as to reemployment for each probationary bargaining unit member.”*
- Teachers recommended for continuous employment on their evaluation will be honorably released and may apply for positions

Displaced Teachers

Section 6.6.1.4 defines displaced staff as: *“those persons whose positions/programs have been eliminated.”*

- These teachers will be placed, by seniority, on a list with all displaced teachers in the district.
- Internal transfers within a school building may occur prior to displaced teachers being placed in positions.
- After internal transfers have been granted, remaining district vacancies will be listed.
- Based on seniority, each displaced teacher will choose a position, for which he/she is qualified, from the list of vacancies.
- Once all displaced teachers are in positions, the voluntary, in-district process will begin.

Re-Employment Process

Teachers who are honorably released will need to apply for open positions using AppliTrack. This program can be accessed through the Unit 5 website—www.unit5.org, under Employment Opportunities. All current teachers will need to update applications indicating they are internal applicants.

Transfer Process

Section 6.6.2.2 of the contract states:

A bargaining unit member requesting a transfer within seven (7) calendar days of the publishing of a notice for a specific vacancy shall be granted an interview.

- No assignment of a new bargaining unit member to a specific position in the District will be made until all pending requests for transfer to that position have been given due consideration.
- Notification to bargaining unit members who are granted or denied a transfer will be made in writing as soon as a determination is made.

Hearing Information

If needed, a hearing will be held regarding the reductions pursuant to Section 24-12 of the Illinois School Code.