

About being Laid Off

The RTA will continue to “police” the District’s actions. You are welcome to text/call/email frequently to check on your recall number.

Seniority begins on your first paid day as a full-time employee¹. The District keeps track of this information. If you served as a full-time per diem substitute in your tenure area, the District will be contacted by RTA about this as your seniority is most likely wrong. (See information form.) It may result in an earlier call back.

Districts are required by NYS Law to lay-off teachers in order of least seniority in your tenure area. If you are laid-off you have been **Reduced in Force** or **RIF’d**.

Getting called back from the **Preferred Eligibility List (PEL)** is also a function of seniority. There are three dates that are involved are: Seniority date, Board Resolution date and contract signing date. The most senior person will be recalled when a full-time vacancy opens up. **PEL longevity**: as a probationary teacher in this City School District you stay on the PEL list until your name is reached. There is **NO** time limit.

Recall/ Call back number This tells you how many vacancies need to open up before you can be recalled. So if your recall number is 5, that means four vacancies need to occur and be filled before you. At that point, the District will call you and tell you what job is open. If you decline you jeopardize your employment with RCSD. A **vacancy** is defined as an opening for which a new hire is required. It is for a 1.0 FTE assignment. No new hires can occur in your tenure area until everyone has been recalled.

You may be offered a part-time position but that does not add to your seniority. The District’s term is **NTPT (Not-tenured Part Time)**. If it is more than .5 FTE, your health premiums are the same.

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¹ As a tenure track probationary teacher sometimes as a Regular Contract Sub or a Per Diem Substitute