Frequently Asked Questions

Certificated Reduction in Force (RIF)

Q: What does RIF mean?

RIF is the acronym for reduction in force. In a RIF, positions are identified to be eliminated during the following school year. These eliminations may result in a layoff of personnel.

Q: How is seniority determined?

Seniority for certificated teachers is determined based on length of service starting on the first day of paid service in a probationary position.

Q: I viewed the seniority list and there are 10 people on the list with less seniority than I have. Why did I get a RIF notice?

You received a RIF notice because you do not hold the certification that the person with less seniority has and is necessary for the position they are assigned.

Q: What happens if my seniority is tied with another employee?

There is a Resolution determining the order of layoff for Certificated Personnel, Resolution 3-S. Wherever there is a tie in seniority, the criteria listed in this resolution are applied. The criteria consist of many elements, including the number and type(s) of credential(s) held.

Q: Why did I get placed in a position at a site that is far from where I live?

There has been no placement as of yet. The assignment identified for a particular teacher is merely for illustration as a place holder. Assignments are determined in order of seniority.

Q: When I am on the reemployment list do I have to take the first position offered to me?

No. If a permanent employee waives his/her right to reappointment, then the rejection does not deprive him/her of the right to subsequent offers.

Q: If there are rescissions, when will they occur?

When funding is secure within a particular program, rescission notices may be mailed out. However all rescissions must be approved by the Superintendent.

Q: What does non-reelect mean?

A probationary teacher may be notified of the decision to not reelect the employee for the succeeding school year. This means that the employee will not be reemployed for the following school year.
Q: How can I help colleagues in distress due to the RIF?

Calmly acknowledge and reassure the employee that what is happening to individuals at LACOE is difficult and unfortunate. Let the employee know that HRS understands the negative impact of budget cuts and uncertainty. These feelings are a normal response to the current situation. Communicate to them that support is available through EASE by calling (800) 882-1341, or they may contact their health-care provider.

Q: Whom do I contact for more information?

• Health insurance benefits—When will they end? How do I sign up for COBRA and how much will it cost? Contact the Benefits Office, (562) 803-8392

• Section 125 Plans—What happens to my flexible spending account? Contact ANI, (888) 264-2717

• Leave balances—Will I get paid for my vacation and/or sick leave? Contact Payroll, (562) 803-8398, or e-mail hendlle_matthew@lacoe.edu

• Unemployment Insurance—Do not apply for benefits until the date you are officially unemployed by LACOE or the process will be delayed. Contact the Employment Development Department, (800) 300-5616, or go to www.edd.ca.gov

• Certificated seniority—How was the Reduction in Force process applied to me? E-mail magnuson_debbie@lacoe.edu

• Assistance with resume writing and interviewing skills—Contact Employee Training and Orientation, (562) 401-5786, or e-mail HRSETO_Registration@lacoe.edu

• Confidential counseling and support. Contact EASE, (800) 882-1341

• Education employment opportunities can be found at www.edjoin.org

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