

INSTRUCTIONAL STAFFING DEPARTMENT

PRESENTED BY:
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Reduction
In Force




Recall


Reduction In Force

Article 26

Anticipated vacancies will be used to place surplus teachers. Article 25




When the anticipated vacancies have been exhausted, the Superintendent ,Mr. Notter, will invoke Article 26.



A list is generated of all teachers in the District by seniority based current teaching assignment.

Reduction In Force

Teachers will be reduced in force by seniority to place more senior teachers within that subject or certification area.



The affected teacher will be notified before the end of the school year.



Identified RIF (Reduction in Force) teachers may contact the RIF Hotline for any questions at 754-321-2337.

Recall Process

Teachers will be recalled for employment by seniority as vacancies occur.

Teacher will be placed on layoff list for a 2 year period and will retain earned seniority upon return to bargaining unit.

Teachers with valid Florida Educators certificates as of July 1, 2010 are eligible for placement.

As vacancies are identified teachers will be notified of their placement by the personnel administrator assigned to their subject area.

Recall Process

**Teachers that hold
Multiple
Certifications:**

Once IS has placed all teachers in the subject area to which they were assigned, remaining RIF teachers not placed will be considered for placement in their alternate certification subject area(s).

FOR EXAMPLE

- Elementary Teacher holds certification in Elem K-6 and Math 5-9.
- Teacher is RIF in elementary position.
- Once math placements are complete teacher can then be considered for math placement.
- If teacher declines math position, he/she will remain on elementary RIF list.

Recall Process

Notifications will be provided via certified letter and CAB email.

Make certain address is updated in ESS now.

Teacher **MUST** respond in writing of acceptance or denial within 72 hours of notification.

No response or refusal of position will result in termination.

Instructional Staffing has a dedicated CAB email address for Recall communication: recall@browardschools.com.