

12.12 REDUCTION AND RECALL OF STAFF:

12.12.1 REDUCTION: Contract and probationary unit members shall be released in inverse order of their length of current continuous service with the District. Full-time contract and probationary unit members assigned to positions that are not covered by ORS 342.845 shall not be employed on a part-time basis without their consent except under the terms of Section 12.12. Consideration shall be given to licensure.

- a. When two or more unit members are equally qualified by licensure and seniority, preference shall be determined by the following:
 - Special qualifications
 - Relevant experience outside the District
 - District program requirements
 - Affirmative Action goals
 - Increased level of training
- b. A contract unit member who would otherwise be laid off under this Section shall have the right to displace a probationary unit member whose assignment the contract unit member is licensed and/or qualified to perform.
- c. The provisions of ORS 342.934 shall be strictly complied with and all other provisions of this article are expressly made subordinate to the District's compliance with the requirements of ORS 342.934.

12.12.2 REASSIGNMENT: Subsequent to any Board action to eliminate positions in accordance with Section 12.12.1 of this Agreement and ORS 342.934, the following shall apply:

- a. Any position(s) that has been posted at the time of the School Board action to eliminate positions will be filled in accordance with Contract Article 11.
- b. Except as provided in "a" above, the requirements of Article 11 do not apply for twenty (20) calendar days following the reduction-in-force action or until the Human Resources Office has completed reassignment of unit members to positions created by the reduction-in-force, whichever occurs first.
- c. If a vacancy(ies) created by retirement or leave(s) occurs within the twenty (20) calendar days referred to in "b" above, it/they may be used for unit member reassignments without following the requirements of Article 11.
- d. Any positions not filled with reassigned unit members within such twenty (20) days will be filled in accordance with Article 11.
- e. Except for reductions that require more than one reassignment to comply with this Contract, the number of positions filled by reassignment will not exceed the number of positions eliminated by Board action.
- f. Any reassigned teacher has the option of immediately applying under Article 11 for voluntary transfer to a different position.

12.12.3 RECALL: When any contract or probationary unit member is released, the District will recall contract and probationary unit members in inverse order of their release, with consideration being given to the same criteria as set forth in the foregoing reduction provision.

- a. The right to be recalled shall continue for twenty-seven (27) months following the unit member's last District duty day unless the unit member has resigned in writing earlier.
- b. Notice of recall shall be sent via certified mail to the last address given to the Human Resources Office by the unit member. A unit member shall have ten (10) calendar days from the date the notice of recall was received to notify the District of intent to return. He/she must thereafter report on the starting date specified by the District or lose all recall rights providing that this shall not be fewer than twenty (20) calendar days from the date the notice of recall was received. Such failure to notify the District of intent to return or to return to work within these time limits shall be considered the resignation of the said unit member.