

Glossary of Terms Related to Displacements and Lay-offs

Contract unit member: (more current and accepted term than tenured and permanent although permanent might be used on some forms): a unit member who attains contract status at the end of their 3rd year in the District.

Probationary unit member: a unit member (hired into a permanent and not a temporary position) who is in his/her 1st, 2nd or 3rd year of employment.

FOPA: for purposes of assignment; a part-time unit member who has additional FTE added to their assignment for that year for "purposes of assignment". This additional FTE is considered temporary even if the other portion of the unit member's assignment is probationary.

Displacement: being displaced from a building due to loss of building FTE, program need, curriculum changes or reduction in student enrollment.

Bumping: when there is a reduction-in-force (RIF), a unit member is displaced by another unit member with more seniority.

RIF (reduction-in-force): probationary and contract unit members being released from employment in inverse order of their length of current, continuous service with the District.