

## **Laid off or Displaced: What does it mean?**

This time of year some HEA members have to deal with the unfortunate information that they have been laid off or displaced. Article 9 of the contract spells out the process. Members who are laid off are not offered contracts and do not have a position for the following year. Layoffs are determined by seniority. The least senior member in that job classification is laid off. This will also result in the bumping or relocation of more senior members into those positions held by the least senior members.

Seniority is determined by the number of years employed by a school district in the state of Washington in a certificated position. Seniority in the district is only used in the case of a tie breaker. The second tie breaker is college credits. If that still does not settle the issue, a random drawing will be used.

Laid off members still have an employment relationship with the district. They will remain on a recall list until May 15<sup>th</sup> of the following school year. If the district has positions available for which a laid off member is qualified, they must be offered the position.

A displaced member does have a contract and a guaranteed position for the following year. Their current teaching assignment has been altered and eliminated. This is done when a school may choose not to offer a program or reduce the number of offerings of a subject or grade level. The member is put on a displaced list temporarily. The member is then assigned to a new building or subject for which they are qualified. This is done when the district determines where vacancies exist and buildings determine what they will be offering next year.

Please contact the HEA office if you have questions regarding this topic.