

TITLE: Preferred Recall List
State Board of Education Ref: 18A-4-8b

All employees whose seniority is not sufficient to allow retention during a reduction, shall be placed on a preferred recall list and they shall be recalled on the basis of seniority.

Employees on the preferred list shall be recalled to position openings within the classifications in which previously employed, or qualified, or to an area for which an employee has certification and/or licensure.

Employees on the preferred recall list shall not forfeit their rights to recall if compelling reasons required an employee to refuse an offer or re-employment. Compelling reasons are defined as: medical, mental, and physical reasons certified by a doctor.

All employees on the preferred recall list shall receive notification of all position openings that exist from time to time. Notice will be sent by certified mail to the last known address of the employee. It shall be the duty of the employee to notify the county board of education of any changes in their address. If certified letters are returned, or the inability of the postal service to deliver them due to an unnotified change of address, the employee shall be removed from the list.

The first year an employee is on the preferred list, they will only be removed if they fail to keep their address current, or if they are employed by the board.

In the second, or subsequent years, names will be removed from the list if those persons accept other employment or fail to notify the appropriate board of education personnel before the last week in each quarter, in the fiscal year, or do not keep their address current.

If two or more employees accumulate identical seniority, the priority order for recall shall be determined by a random selection system established by the employees and approved by the board of education.