

Frequently Asked Questions about Layoff

Question: Now that we have moved to date of hire, does that mean my seniority is based strictly on the date I was hired at the district?

Answer: Not necessarily. If you were hired into one job classification and have never been in any other job classification, then yes your seniority is based on the date you were hired into the district. However, if you have ever been out on personal business leave, educational leave or in layoff status, that time would be deducted.

Question: When I applied for my current classification, I took the same test or a similar test to another classification (in the case of a cross filing situation). Does that mean I can bump into the other classification in the event I am laid off?

Answer: No. You can only bump in your current classification or previously held (equal or lower) classifications, based on the bumping procedures.

Question: Is the reason I was bumped or laid off due to the fact that we are a merit system district?

Answer: No. The manner in which you were laid off is based on Education Code and the negotiated layoff and bumping procedure language in the CSEA Contract. The fact that we are a merit system district has nothing to do with our layoff language or bumping procedures.

Question: Certificated staff were provided the opportunity to view their seniority list, why can't classified employees view the list?

Answer: Certificated and Classified employees are different in so many ways, including seniority. Certificated has one seniority list that includes all of their employees. Plus, Ed Code sections and the CSEA negotiated layoff and bumping procedures that pertain to layoff apply to classified employees only. With classified, we have a seniority list for every job classification that exists in the district (over one hundred). If someone has been in more than one classification, they are on more than one seniority list. In addition, there are many factors that contribute to one's seniority that do not apply to certificated. For instance, we have negotiated that previously held equal classifications (same salary allocation) will count towards seniority. Previously held higher classifications count towards seniority per Ed Code. In addition, certain unpaid leaves (Educational Leave and Personal Business Leave) are deducted from seniority. Therefore, one's date of hire into the district, date of hire into classification and seniority date may be different depending on each individual history.

With all of these complexities and the format of our bumping procedures, we do not publish our seniority lists. If we were to publish seniority lists in the manner in which certificated does, we would be putting our employees in very awkward and vulnerable positions. We treat employee privacy with the utmost importance. Employees may try and figure out who they are bumping or who may be bumping them without all of the information. Unfortunately, this also opens the door for employees to call and influence those who are bumping them or innocent conversations with co-workers with inaccurate information become rumor mill. Seniority lists will be shared with the CSEA President. In addition, if you are directly impacted (i.e., been laid off, bumped or reduced) you may set up an appointment with Alicia Schlehuber, Director of Classified Personnel to discuss your individual seniority status.

Question: If I take layoff, will I be eligible for unemployment?

Answer: We do not make that determination. The California Employment Development Department. However, we do have to report to EDD if you have been offered any options in lieu of layoff but declined.

Question: What types of leaves will affect my seniority date?

Answer: Unpaid Personal Business Leave and Education Leave

Question: Does a previous classification that I have held that is lower count towards my higher classification seniority?

Answer: No. However, your higher classification does count towards your lower. In addition, a previously held equal classification counts as well.

Question: If I apply for a position that is a higher classification than my current classification, will I lose my seniority in my current classification?

Answer: Again, no, your higher classifications count to your lower for seniority purposes.