

- Have a hearing before the school board.
6. If you are RIF'd, you have the right to:
- Have a written notice before May 1, delivered in person or by certified mail. You are also entitled to a written statement of the reasons for the supposed cancellation of your regular teaching contract.
  - At the conference, you are entitled to have representation, question the administration, present witnesses, testify yourself, be assured that no one less senior than you in your area of certification is being kept and to know exactly why you are the one to go. After your conference, the school board must vote on whether to RIF you. Depending on your teaching status, the board has 10 or 15 days to vote on your RIF.
  - Look at the seniority list to be sure no one less senior than you in any of your certification areas is being kept by the school corporation.
  - If your collective bargaining agreement provides for it, protest your RIF through the grievance procedure if you believe you have been wrongfully released.
  - If your collective bargaining agreement provides for it, make sure you are recalled in seniority order to any teaching position you're certified to fill prior to new people being hired for those positions.
  - Receive notice of all vacancies for which you are certified while you're on preferred recall. These notices must be sent by certified mail.
  - Remain on preferred recall until you are re-employed—unless you take a teaching job elsewhere. You will need to notify your school board annually of your continued availability, any address changes and changes in your certification.
  - Continue insurance coverage under COBRA, the Consolidated Omnibus Reconciliation Act that Congress passed in 1986.
  - Possibly receive unemployment compensation benefits. *See information on page 5.*