

# Reminder!

## Changes in personnel-related dates

- **RIF (reduction in force)** - Changes the date the board must vote on nonrenewal of a continuing contract from the 1st Monday in April to on or before February 1. It also moves the latest date for a county board to vote on termination of ESP from April 1 to before February 1.
- **Transfer notification** – changes the date for employee notification of transfer from the first Monday in April to on or before February 1.
- **Transfer hearings** – The date for transfer hearings is moved from the 1st Monday in May to on or before March 15.
- **Probationary employees** - Moves the date for the superintendent to provide a list of all probationary teachers recommended for rehiring from the 1st Monday in May to on or before March 15.
- **Early retirement notification bonus** - Moves the date for teachers to notify the board of intent to retire and receive a bonus from February 1 to December 1. The bill also includes provisions allowing the retiree to rescind their retirement in cases of hardship. The provisions include significant unforeseen financial hardship, including a hardship caused by the death or illness of an immediate family member or loss of employment of a spouse. Other unforeseen financial hardships shall be determined by the county superintendent on a case-by-case basis.

In addition, the **definition of a long-term substitute** was updated to include a person filling a position expected to last more than 30 days, currently the law requires 90 days. It also clarifies that **prospective employees** may sign a contract contingent on certification prior to the beginning of the employment term.