



# DID YOU KNOW?

## Reemployment Rights

After the recent Reduction in Force (RIF) notifications, the District received several questions regarding reemployment rights. Final RIF notifications will be sent prior to May 15th.

### Classified Employees

Classified Employees who receive a final layoff notice prior to May 15th are placed on the 39-month rehire list for jobs that become available within their job classification. Whenever a vacancy occurs Human Resources is required to notify those on the reemployment list who might be qualified for the vacancy and give them first right of refusal to that position.

Additionally, the CSEA- District Contract says employees who accept a demotion (i.e., they bump into a lower-paid classification) will be placed on a reemployment list for up to 63 months.

If you are interested in working in a different job classification, you are encouraged to apply. The district's **employment website** posts all job openings.

### Certificated Employees

After May 15, probationary certificated employees who go through the reduction in force process are placed on the 24-month reemployment list. Permanent certified employees are placed on a 39-month reemployment list. If a vacancy occurs during either the 24 or 39 month period, the district will offer the position to employees on the list - in order of seniority - to fill that vacant position.

For further questions and mental health resources, please review **this FAQ**.

	<b><u>Medical Opt Out</u></b>	<b><u>Anthem PPO</u></b>	<b><u>Kaiser HMO</u></b>	<b><u>Access</u></b>
<b><u>EAP Talkspace &amp; Learn to Live</u></b>	<b><u>Yes</u></b>	<b><u>Yes</u></b>	<b><u>Yes</u></b>	<b><u>Call (800) 999-7222</u></b>
<b><u>Eden Health</u></b>	<b><u>No</u></b>	<b><u>Yes</u></b>	<b><u>No</u></b>	<b><u>Download from App Store</u></b>
<b><u>Kaiser Mental Health</u></b>	<b><u>No</u></b>	<b><u>No</u></b>	<b><u>Yes</u></b>	<b><u>Call (833) 579-4848</u></b>
<b><u>MDLive</u></b>	<b><u>No</u></b>	<b><u>Yes</u></b>	<b><u>No</u></b>	<b><u>Call (800) 657-6169, or go to <a href="https://mdlive.com/sisc">mdlive.com/sisc</a></u></b>
<b><u>Vida Health</u></b>	<b><u>No</u></b>	<b><u>Yes</u></b>	<b><u>No</u></b>	<b><u>Download from App Store, or go to <a href="https://vida.com/SISC">vida.com/SISC</a></u></b>
<b><u>SAVE (Save a Valuable Employee)</u></b>	<b><u>Yes</u></b>	<b><u>Yes</u></b>	<b><u>Yes</u></b>	Call 805-962-5387, or email Victoria Rightmire at <a href="mailto:vrightmire@cadab.org">vrightmire@cadab.org</a>