

So what's the deal with the seniority list?

By now you should have taken a good look at the seniority list published by the District. (Aside: If you happen to run in to Dr. Matthes or Colleen Hamblin in your travels, please take time to thank them for getting you the list significantly earlier than called for in our contract.)

Many of you will find that your name appears multiple times on the list because of the number of endorsements that you have. (The winner appears to be Robert MacKay at the High School. Bob has seven endorsements so his name appears on the list seven times.) You should know that how long you have been endorsed in a certain area doesn't matter. The number of years of certificate teaching in Washington State is what you will find on the spreadsheet. So under "WA STATE EXPERIENCE" in the next to the last column is the number of years of your total experience. It does not reflect the number of years that you have been endorsed in that particular area.

You may also be finding that credits, clock hours, or endorsements that you may have earned this year are not reflected on the list. According to our contract only those that you provided to the HR Department prior to October 1st are on the list. So for next year... Make certain that all of the paperwork that you need to document your clock hours, credits, and/or your new endorsements are in to HR prior to that date.

The seniority list is only used in the event that the District contemplates RIF's (reduction in force – aka layoffs). It isn't used when considering transfers. If you have questions, don't hesitate to give your OHEA Leadership and/or the District HR department a call.



A handwritten signature in blue ink that reads "Mike Watson". The signature is fluid and cursive, with a horizontal line underneath the name.

Mike Watson,

Oak Harbor Education Association