

Riffed or Nonrenewed? An Ohio Teacher's Rights and Deadlines Checklist

A plain-English guide for teachers and school employees who just received a notice. General information, not legal advice.

A RIF, nonrenewal, or termination notice can feel final, but you keep real rights and the clock is already running. Work through this checklist now, before you sign anything.

Do this now

- Do not sign any release, severance, or resignation before it is reviewed. It can waive valuable claims.
- Write down a dated timeline while it is fresh: who told you, what they said, and what led up to it.
- Note the exact date on your notice. Many deadlines start from that date.
- Ask, in writing, for the reason for the action and the board resolution or documentation behind it.

Documents to save (download before your access is cut off)

- Your notice and its envelope or date stamp.
- Your employment contract and any collective bargaining agreement.
- Your recent evaluations and observation records.
- Emails and messages about your role, performance, or the RIF.
- The board resolution or RIF policy, if you can obtain it.

Deadlines to ask about right away

- Your right to request a hearing (especially if you received written termination charges).
- The window to file a grievance under your collective bargaining agreement.
- Any administrative appeal deadline.
- Recall rights: the order and how long they last if you were riffed.

Red flags it may be more than a routine RIF

- Your position was refilled, restructured, or given to someone else.
- The action came soon after you reported harassment, a Title IX issue, or discrimination.
- You were treated differently from comparable colleagues on recall or retention.
- You are 40 or older, have a disability, or believe a protected trait played a role.

Not sure where you stand? A free, confidential consultation can tell you.
Sobel Law Solutions, LLC | (216) 282-9776 | sobellawsolutions.com/schedule

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