

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

JEFFREY L HOOVER
Claimant

APPEAL NO. 10A-UI-11835-MT

**ADMINISTRATIVE LAW JUDGE
NUNC PRO TUNC DECISION**

ANITA COMMUNITY SCHOOLS
Employer

OC: 01/10/10
Claimant: Appellant (2)

Section 96.4-5 – Reasonable Assurance

STATEMENT OF THE CASE:

Claimant filed an appeal from a decision of a representative dated August 23, 2010, reference 04, which held claimant ineligible for unemployment insurance benefits. After due notice, a telephone conference hearing was scheduled for and held on October 7, 2010. Claimant participated personally. Employer participated by Linda Edwards, Business Manager. A Nunc Pro Tunc is issued to correct the hearing date, decision date, and order signature errors.

ISSUE:

The issue in this matter is whether employer gave claimant reasonable assurance of continued employment for the upcoming academic year.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and having considered all of the evidence in the record, finds: Claimant was employed as a substitute teacher for the Anita Community School District during the 2009 – 2010 school year, which ended in late May. Employer on August 1, 2010 emailed claimant listing of work available for the next academic year starting August 18, 2010. Employer did not offer claimant assurance of working as a substitute for the 2010 – 2011 school year. No reasonable assurance of work for the next term was given.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code section 96.4-5-b provides:

An unemployed individual shall be eligible to receive benefits with respect to any week only if the department finds that:

5. Benefits based on service in employment in a nonprofit organization or government entity, defined in section 96.19, subsection 18, are payable in the same amount, on the

same terms and subject to the same conditions as compensation payable on the same basis of other service subject to this chapter, except that:

b. Benefits based on service in any other capacity for an educational institution including service in or provided to or on behalf of an educational institution while in the employ of an educational service agency, a government entity, or a nonprofit organization, shall not be paid to an individual for any week of unemployment which begins during the period between two successive academic years or terms, if the individual performs the services in the first of such academic years or terms and has reasonable assurance that the individual will perform services for the second of such academic years or terms. If benefits are denied to an individual for any week as a result of this paragraph and the individual is not offered an opportunity to perform the services for an educational institution for the second of such academic years or terms, the individual is entitled to retroactive payments of benefits for each week for which the individual filed a timely claim for benefits and for which benefits were denied solely by reason of this paragraph.

871 IAC 24.51(6) provides:

School definitions.

(6) Reasonable assurance, as applicable to an employee of an educational institution, means a written, verbal, or implied agreement that the employee will perform services in the same or similar capacity, which is not substantially less in economic terms and conditions, during the ensuing academic year or term. It need not be a formal written contract. To constitute a reasonable assurance of reemployment for the ensuing academic year or term, an individual must be notified of such reemployment.

The claimant did not have reasonable assurance of continued employment for the 2010-2011 school year. The offer sent August 1, 2010 was too late, as it came just a few weeks before the next term was to start. As a result, the claimant is considered unemployed

DECISION:

The decision of the representative dated August 23, 2010, reference 04, is reversed. Claimant is eligible to receive unemployment insurance benefits effective May 23, 2010, provided claimant meets all other eligibility requirements.

Marlon Mormann
Administrative Law Judge

Decision Dated and Mailed

mdm/kjw