

**Clackamas Education
Service District**

Code: **CPA**
Adopted: 6/21/94
Readopted: 05/20/09; 12/19/12
Orig. Code(s): 2260

**Layoff and Recall - Administrative,
Management and Confidential Personnel**

The Board retains the right to determine when a layoff is necessary. Layoffs shall be by position. A reduction in days or hours does not constitute a layoff.

Performance will be the primary factor considered in the layoff process. The Board will consider license, qualifications, competence, merit and other factors deemed relevant by the Board. Competence includes recent experience, additional training and educational attainments. Merit includes the measurement of one administrator's ability and effectiveness against the ability and effectiveness of another administrator. Length of service may be considered.

Prior to initial development of a recall procedure for administrators, management and confidential personnel, the Board will consult with the employees or a designated representative of the employees covered by this policy.

Administrative regulations shall be developed to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 334.125\(7\)](#)
[ORS 342.934](#)