

Elkton School District 34

Code: **GDPA**
Adopted: 8/10/98

Layoff and Recall - Classified

The Board may consider program needs, classification, ability, work performance, special training and seniority in determining which employee(s) will be laid off. If the Board deems ability, work performance and special training to be equal between two or more employees in a classification, the employee with the least seniority will be laid off. Seniority shall be defined as the employee's total length of continuous service in the district.

Recall will be at the discretion of the district. Recall will be done by classification in reverse order of layoff within that classification providing the employee being recalled is capable of satisfactorily performing the duties of the open position.

In the event of a recall the district shall attempt to contact a person being recalled by registered mail sent to the address of record as maintained by the district. It shall be the responsibility of the employee to keep the district informed of his/her correct address. The person being recalled must inform the district of his/her intent to return to employment, subject to the conditions of recall, within fifteen (15) days of mailing of the recall notice, or he/she shall waive the right to recall. Recall rights expire per the bargaining agreement.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)