

Gresham-Barlow SD 10

Code: **CPA**
Adopted: 5/02/02
Readopted: 1/09/14; 11/07/13; 1/07/16

Layoff/Recall - Administrative Personnel

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

The primary factors considered in the layoff process will be license, seniority, qualifications, merit and or competence. 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.

The Board will retain, consistent with state law, the most capable and productive of the licensed and qualified employees needed to carry out the approved programs of the district's schools.

Prior to initial development of a recall procedure for administrators the superintendent or his/her designee will consult with the employees or a designated representative of the employees covered by this policy.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)
[ORS 342.934](#)