

**Harney County  
School District 3**

Code: **GCPA**  
Adopted: 5/11/99  
Readopted: 4/09/13  
Orig. Code(s): GCPA

**Layoff/Recall - Licensed Staff**

When the Board determines that a layoff is necessary, it will discuss the matter at a regular or special Board meeting and will consider such factors and alternatives it deems necessary to arrive at a decision. A layoff may take place under the following conditions:

1. Inability, due to the district's lack of funds, to continue its educational program at its anticipated level;
2. Elimination or adjustment of classes due to an administrative decision;
3. Other reasons as determined by the Board.

Nothing in this policy, however, is intended to interfere with the right of the district to discharge, remove or fail to renew the contract of a probationary teacher or to not extend the contract of or dismiss a permanent teacher pursuant to the provisions of the Accountability for Schools for the 21<sup>st</sup> Century Law.

END OF POLICY

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**Legal Reference(s):**

[ORS 342.934](#)