

Multnomah Education Service District

Code: **CPA**
Adopted: 2/19/13
Revised/Readopted: 8/01/13

Layoff/Recall - Licensed Administrative Personnel

This policy is applicable to all licensed administrators below the rank of Superintendent, Chief Operating Officer or Chief Program Officer.

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

The 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 and services of the MESD.

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

The Superintendent, Cabinet and/or designee will develop Administrative Regulations to implement this policy.

END OF POLICY

Legal Reference(s):

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

[ORS 342.934](#)

MESD Policy Cross Reference(s):

AA - MESD Purpose and Goals

AB - Mission, Vision, Values