

Umatilla School District 6

Code: **CPA**
Adopted: 2/11/04
Readopted: 2/10/11

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.

Performance will be the primary factor considered in the layoff process. The Board will consider license, qualifications, merit, competence, special training, additional educational attainments and other factors deemed relevant by the Board. Length of service may be considered.

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.

Recall

If the District determines to fill a vacancy in a licensed administrative position, licensed administrators on the layoff list will be recalled to positions which they held at the time of layoff, with order of recall based on licensure, seniority, competence and merit, as defined in ORS 342.934. The District will consider the laid off administrator for recall to other administrative vacancies where there is no one on the recall list, but at its discretion, may open those positions as vacancies, in which case any laid-off administrators may apply.

Administrative regulations shall be developed to implement this policy.

END OF POLICY

Legal Reference(s):

[ORS 332.107](#)

[ORS 342.934](#)