

Sheridan School District 48J

Code: **CPA**
Adopted: 12/18/00
Readopted: 12/14/11; 6/20/12
Orig. Code(s): CPA

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 factors considered in the layoff process will be license, length of service, qualifications, merit and competence. Competence includes 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 district will retain, consistent with state law, the most capable and productive of the licenses 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 Board will consult with the employees or a designated representative of the employees covered by this policy.

Administrative regulations shall be developed to implement this policy.

END OF POLICY

Legal Reference(s):

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

HR5/23/12|LF