

**Linn Benton Lincoln
Education Service District**

Code: **CPA**
Adopted: 4/10/13

Layoff/Recall – TSPC Licensed Administrative Personnel

This policy is applicable to all TSPC licensed administrators below the rank of assistant or deputy superintendent.

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, seniority, merit, or competence. “Competence” shall mean the ability to administer a particular facility, building level, or program area based upon recent administrative experience related to the facility, building level, or program area within the last five (5) years, or educational attainments, or both, but not based solely upon being licensed as an administrator. “Merit” shall mean the measurement of one administrator’s ability and effectiveness against the ability and effectiveness of another administrator, as determined by the ESD through its evaluation, discipline, and commendation processes.

Prior to initial development of a recall procedure for administrators (CPA-AR), LBL will consult with the administrators, or a self-selected committee of administrators, covered by this policy.

END OF POLICY

Legal Reference(s):

[ORS 334.125\(7\)](#)
[ORS 342.934](#)