

### **ADMINISTRATIVE STAFF REDUCTION IN FORCE**

**Purpose.** The Mentor Exempted Village School District may from time to time need to reduce the number of administrative personnel it employs or otherwise restructure its operations. This policy governs the suspension of any contract of employment entered into by the Board under R.C. 3319.02 with all assistant superintendents, principals, assistant principals, other administrators, and supervisors (“administrative personnel” or “administrator”).

**Reasons for Suspending Administrative Personnel.** The Board, by a majority vote, may determine that it is in the best interest of the District to reduce the number of administrative personnel it employs or otherwise restructure its operations. If the Board so determines, it may immediately and without notice suspend the contracts of employment of any administrative personnel due to one or more of the following circumstances: overall financial condition of the District; lack of funds; decreased enrollment of students in the District; territorial changes affecting the District; lack of work; suspension of any school operations; return to duty of regular administrative personnel after leaves of absence; and restructuring of the administrative organization. The Board reserves the right to make determinations under this policy in its sole discretion and judgment.

**Procedures for Determining the Order of Suspension.** In making any such suspension, the Board will proceed to suspend the employment contracts of administrative personnel in accordance with the recommendation of the Superintendent of Schools. In making his/her recommendations, the Superintendent may give consideration to administrative personnel who have greater seniority in the District and have a record of satisfactory performance.

**No Rights of Displacement.** Administrative personnel whose contracts of employment have been suspended under this policy have no right to displace another administrator.

**Rights of Restoration.** Administrative personnel whose contracts of employment are suspended under this policy have a right of restoration to their previous administrative positions, for a period up to one (1) year from the date of suspension, if and when their previous positions become available.

LEGAL REFS: O.R.C. §§3319.02; 3319.17; 3319.171

Adopted: July 18, 2006