

Stark County Board of Developmental Disabilities

Policy 4.14 Layoff of Management Employees	Effective: 6/23/26
Chapter 4: Human Resources	Page 1 of 1

LAYOFF OF MANAGEMENT EMPLOYEES

POLICY

The Board recognizes that the layoff of management employees may be necessary. Management employees may be laid off at any time that the Superintendent deems it to be necessary for operational needs. Such reasons may include, but are not limited to: a reduction in workforce due to lack of funds; a lack of work; reorganization for the efficient operation of the Board; abolishment of a position; or for other reasons of operational need and efficiencies deemed necessary by the Superintendent.

The Superintendent shall determine the timing of the layoffs, the job titles to be affected, and the number of employees to be laid off within each job title.

When it is necessary to lay off management employees within a job title and more than one employee holds the same job title, the Superintendent shall determine the order of layoff within that job title based on his/her determination of operational need. No bumping among management employees shall be permitted.

The Superintendent will notify an affected management employee thirty (30) days in advance of the effective date of a layoff. Ohio Revised Code 5126.21.

Historical Resolution Information		Reviewer(s):
Date	Resolution Number	Director of Human Resources Superintendent
5/26/20	05-25-20	
6/27/23	06-24-23	
6/23/26	06-33-26	