

REEDSPORT SCHOOL DISTRICT

POLICY: SUSPENSION AND DISMISSAL OF LICENSED PERSONNEL CODE: GCPD

Suspension

Substitute licensed personnel may be removed from the District's substitute list for any reason deemed sufficient by the superintendent. Reinstatement to the substitute list shall be at the discretion of the superintendent.

The superintendent may immediately suspend any temporary or probationary licensed teacher or administrator for any cause which the superintendent believes might seriously disrupt District functions, endanger the health or safety of students or District personnel, or seriously discredit the school district.

The District will investigate the employee's conduct and the superintendent will issue recommendations to the Board. A dismissal decision may only be made by the Board with regard to licensed personnel.

Suspensions of contract teachers or administrators may occur pursuant to the Accountability for Schools for the 21st Century Law, ORS 342.805 to 342.937.

The superintendent has the authority to place any licensed employee on paid or unpaid administrative leave, subject to the provisions of any other applicable Board policy or collective bargaining agreement.

Dismissal

Satisfactory performance and conduct, as described by the District's standards of performance, job descriptions, and as prescribed by the Teacher Standards and Practices Commission for the "ethical educator" (OAR 584-020-0035) are all prerequisite for continued employment by the District. The failure to maintain the required level of performance or standard of conduct is cause for termination of employment, either by contract non-renewal or by dismissal.

Supervisors and principals will report in writing to the superintendent all cases involving unsatisfactory job performance or conduct that may lead to the dismissal of a licensed employee.

Probationary teachers and administrators may be dismissed or their contracts non-renewed for any cause deemed in good faith sufficient by the Board. Probationary teachers or administrators who have been dismissed or whose contracts have not been renewed may submit a written request for a hearing before the School Board in accordance with ORS 342.835.

Contract teachers are subject to dismissal in accordance with the provisions of the Accountability for Schools for the 21st Century Law, ORS 342.805 to 342.937.

Temporary teachers will be non-renewed on or before the completion of the temporary assignment.

The superintendent and administrative staff will implement proper procedures that help assure that the constitutional, statutory, and contractual rights of licensed employees are acknowledged when dismissal proceedings are implemented. Because the area of law surrounding the dismissal of public employees is ever changing, it is expected that the superintendent will consult with counsel, in addition to other professionals, each time a dismissal decision is proposed.

END OF POLICY

Legal References: ORS 342-805 – 342.937
 ORS Chapter 342
 OAR 584-020-0035

Adopted: 10/18/00

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ck/10/19/00