

# Alsea School District 7J

Code: **GDP**  
Adopted: 7/12/10  
Readopted: 2/10/16  
Orig. Code(s): GDP

## **Discipline, Demoting or Dismissal of Nonrepresented Staff**

Nonrepresented staff may be disciplined, demoted or dismissed by the appropriate supervisor.

The employee will be:

1. Given notice of the charge or reasons for the discipline, demotion or dismissal;
2. Given notice of the recommendation for discipline, demotion or dismissal; and
3. Given the opportunity to a meeting with the superintendent to explain his/her viewpoint prior to final action being taken on the employee.

Disciplinary action maybe appealed to the superintendent. The decision of the superintendent shall be final and binding.

Non represented employees who have been demoted or dismissed may request and shall be granted a hearing before the Board in accordance with ORS332.544 provided a written request is filed with the Board within 15 days of the demotion or dismissal.

END OF POLICY

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### **Legal Reference(s):**

[ORS 332.107](#)  
[ORS 332.544](#)