

Central Point School District 6

Code: **GCPD**
Adopted: 8/28/01
Orig. Code(s): GCPD

Suspension and Dismissal of Licensed Staff

The superintendent may immediately suspend any temporary, substitute or probationary licensed employee for any cause which he/she believes might disrupt district functions, endanger the health and/or safety of students or district personnel, or other reasons deemed in good faith sufficient for suspension.

The superintendent or designee will investigate the employee's conduct, the superintendent will make his/her recommendations, and the Board will either dismiss or reinstate the employee. Any employee not dismissed will be reinstated without loss of pay or accrued benefits.

Suspensions of permanent teachers or administrators will comply with the procedures outlined in state law.

Dismissal

Satisfactory performance, according to established standards and job descriptions, is a prerequisite for continued employment in the district. Failure to maintain such standards and perform job requirements will result in termination of employment, either by initiating contract non-renewal or by immediate dismissal.

Supervisors and principals will report in writing to the superintendent all cases involving unsatisfactory work or behavior that might lead to possible dismissal of an employee.

Probationary teachers may be dismissed or their contracts non-renewed for any cause deemed in good faith sufficient by the Board. Probationary teachers who have been dismissed or whose contracts have not been renewed may request and shall be granted a Board hearing.

Permanent teachers may be dismissed in accordance with the provisions of state law.

Temporary teachers will be released upon the termination of the designated assignment, as indicated on the contract.

The superintendent or his/her designee will develop appropriate procedures designed to safeguard the constitutional, statutory and contractual rights of employees considered for dismissal.

END OF POLICY

Legal Reference(s):

[ORS 243.672](#)
[ORS 243.706](#)
[ORS 243.756](#)

[ORS 342.835](#)
[ORS 342.865 - 342.910](#)
[ORS 342.934](#)

[ORS 652.140](#)
[OAR 584-020-0040](#)