

### **Termination of Licensed Staff**

Prior to March 15 each year, the superintendent will recommend, in writing to the Board, the names of all probationary teachers and probationary administrators whose contracts will and will not be renewed. The Board will take action on the recommendations prior to March 15. In cases of contract non-renewal, reasons will be given to the affected employee(s). This does not relieve the superintendent of making dismissal recommendations at any time during the school year when he/she deems it advisable.

Contract status will be offered to teachers who have been recommended and have demonstrated three consecutive years of successful teaching in the district. Administrators will receive non-probationary status after three consecutive years of successful job performance in the district and upon the superintendent's recommendation.

In compliance with Oregon Revised Statutes, the Board will take action at its first regular or special March board meeting to approve the issuance of contracts to eligible probationary and contract teachers and probationary administrators. The Board may take action to issue contracts to non-probationary administrators.

END OF POLICY

---

Legal Reference(s):

ORS 332.505  
ORS 342.934