

# Elgin School District 23

Code: **GBCB**  
Adopted: 10/07/97  
Readopted: 7/15/13  
Orig. Code(s): GBCB

## Staff Conduct

The Board considers certain types of conduct and behavior to be patently unacceptable and may be discipline up to and including termination in accordance with the collective bargaining agreement. Examples include, but may not be limited to:

1. Inefficiency;
2. Immorality;
3. Insubordination;
4. Neglect of duty;
5. Physical or mental incapacity;
6. Conviction of a felony or a crime according to ORS 342.143;
7. Inadequate performance;
8. Failure to comply with such reasonable requirements as the Board may prescribe to show normal improvement and evidence of professional training and growth;
9. Any cause which constitutes grounds for the revocation of such contract teacher's teaching license;
10. An employee's failure to demonstrate professionalism and loyalty in all interactions with students, staff, volunteers and community members;
11. Controlled substance abuse;
12. Alcohol abuse – intoxication;
13. Excessive absence;
14. Excessive tardiness;
15. Unlawful acts;
16. Interference with proper student activities;
17. Interference with staff work functions;

18. Possession of weapons or other devices that could inflict injury;
19. Harassment and/or intimidation of students, staff or citizens at large;
20. Improper or obscene personal conduct;
21. Misuse or negligent treatment of Board property;
22. Abusive and/or vulgar language;
23. Threatening or violent behavior;
24. Misrepresentation regarding employee benefits, privileges and other rules and regulations.

END OF POLICY

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**Legal Reference(s):**

[ORS 244.010 et seq.](#)  
[ORS 332.016](#)  
[ORS 342.865](#)  
[ORS 659A.309](#)

[OAR 584-020-0040](#)