

**Grant County
Education Service District**

Code: **GCPD**
Adopted: 1/26/10
Orig. Code(s): 2660; 3600; 4660

Discipline and Dismissal of Licensed Staff

Authority to dismiss an employee under this series shall be vested in the Board. Dismissal shall be based on just cause with an informal hearing granted to the employee if the employee desires such a hearing. All hearings shall be closed unless the employee desires an open meeting.

Authority to dismiss a contracted employee shall be vest in the Board subject to the provision ORS 342.805-342.955 and only after recommendation of the dismissal is given to the Board by the superintendent.

Dismissal

Authority and Cause

The Board, upon recommendation of the superintendent, by giving 15 working days in advance, in writing, stating the reasons therefor, may dismiss any regular full-time employee for anyone or more of the following reasons:

1. Inefficiency;
2. Immorality;
3. Insubordination;
4. Neglect of duty;
5. Physical or mental incapacity;
6. Conviction of a crime involving moral turpitude;
7. Inadequate performance;
8. Failure to comply with such reasonable requirements as the Board or superintendent may prescribe;
9. Reduction of staff resulting from the ESD's inability to levy a tax sufficient to provide funds to continue its educational program at its anticipated level;
10. Reduction in staff resulting from elimination of any program or service the district normally offers to schools or other agencies by resolution, contract or other legally binding agreement the Board may enter into.

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](#)