

Harney County Union High School District 1J

Code: **GCPD**
Adopted: 4/17/97
Readopted: 1/19/09; 10/17/16
Orig. Code(s): GCPD

Discipline and Dismissal of Licensed Staff

A probationary teacher who has been dismissed or received a notice of contract nonrenewal may be provided a hearing before the Board within 30 days after receipt of the teacher's written request.

The teacher shall have 10 days to make the written request after the Board action on dismissal or nonrenewal of contract.

The Board may, for good cause, grant a hearing after the 10 day period.

1. After the Board has acted on the nonrenewal of the teacher's contract:
 - a. A notice of nonrenewal of contract shall be received by the teacher by March 30;
 - b. Upon the teacher's written request, a written copy of the reasons for nonrenewal shall be provided the teacher;
 - c. The reason for nonrenewal of contract shall provide the only basis for the hearing.
2. After the Board has discharged or removed the teacher:
 - a. A written copy of the reasons for dismissal shall be given the teacher within five days;
 - b. The reason for dismissal shall provide the basis for the teacher hearing.
3. The hearing shall be held during an executive session of the Board unless the teacher has requested an open session. A confidential record of the proceedings will be kept in the teacher's personnel file.

The hearing shall encompass the following procedures:

- a. The burden of going forward rests with the teacher;
- b. The teacher may call witnesses and present evidence;
- c. The teacher may cross-examine witnesses;
- d. The teacher may be represented by an attorney or by a representative of his/her choice.

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](#)