

Harney Education Service District

Code: **GDPD**
Adopted: 6/11/03
Readopted: 2/13/13
Orig. Code(s): GDPD

Dismissal Procedures

Classified employees may be dismissed within the bounds of due process. Due process shall be defined as notice of the charge(s) or reason(s) for the proposed dismissal, an informal meeting with the supervisor, superintendent or designee prior to final action being taken and an opportunity to respond to the charge(s) prior to final action. The employee may be accompanied by a representative of his/her choice during the informal meeting.

If an employee is dismissed, he/she may request a hearing before the Board. The hearing will be conducted in executive session unless the employee requests the hearing be conducted in open session. A written request for a hearing must be filed within 15 days of the dismissal action.

END OF POLICY

Legal Reference(s):

[ORS Chapter 237](#)

[ORS Chapter 238](#)

[ORS 243.303](#)

[ORS 342.120](#)

Consolidated Omnibus Budget Reconciliation Act of 1985, 29 U.S.C. §§ 1161-1169 (2006).

Employee Retirement Income Security Act of 1974, 29 U.S. C. §§ 1001-1461 (2006).

OR. CONST., art. IX, §§ 10-13.