

# Lake County School District 7

Code: **GDP**  
Adopted: 8/12/02  
Readopted: 3/28/11  
Orig. Code(s): GDP

## **Dismissal and/or Demotion of Classified Employees\***

It is the policy of the Board to dismiss and/or demote classified employees for any reason considered in good faith sufficient by the superintendent and in accordance with the principles of procedural due process.

Dismissal and/or demotion of classified employees will be consistent with applicable provisions of the employee's collective bargaining agreement and subject to the following:

1. Probationary Employee: A probationary employee whose initial evaluation is unsatisfactory may be recommended for dismissal by his/her supervisor. There is no recourse if the employee is dismissed;
2. Regular Employee: Dismissal of a regular employee shall be preceded, if conditions permit, by efforts by his/her supervisor to assist the employee in performing his/her duties in a satisfactory manner;
3. Negligence: The superintendent may dismiss and/or demote a regular employee who is negligent or inefficient in performing district-assigned responsibilities. Written notice stating the reasons for the action shall be given 10 working days in advance;
4. Gross Misconduct: A probationary or regular employee may be dismissed for gross misconduct or commission of a felony as per Oregon Revised Statutes;
5. Suspension Period: The superintendent may suspend a regular employee without pay for a period not to exceed 30 calendar days. During such suspension, other benefits will continue;
6. Hearing: A regular employee who has been dismissed and/or demoted shall be entitled to a hearing before the Board if a written request is filed with the Board within 15 days of the dismissal or demotion. The Board shall establish rules for such hearing.

END OF POLICY

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**Legal Reference(s):**

[ORS 332.107](#)