

Lane Education Service District Policy

Code: CCGA
Adopted: 4/26/94
Revised/Readopted: 1/22/02
Orig. Code(s): CCGA

Discipline, Suspension and Dismissal (Administrative/Confidential Staff)

The Board has an obligation to the component districts and the citizens of Lane ESD to employ the best professional staff possible in terms of training and ability to meet the educational needs of component districts and their staffs and students. It shall meet that obligation by retaining only those professional staff members who meet those standards.

It is the responsibility of the superintendent to assure the implementation of the evaluation plan in order that staff members may be informed of the adequacy of their performance in the ESD and assisted in their professional development whenever possible. Reassignment may be an appropriate measure to aid in such professional development and performance improvement and will be considered when appropriate and applicable. When it is evident that an employee fails to meet the ESD's performance standards or the requirements of the position description and the superintendent determines that assistance is appropriate, corrective action will be implemented in an effort to improve the employee's performance. The degree of discipline will be reasonably related to the seriousness of the offense and the record of the employee.

In the event the employee is unable or unwilling to evidence satisfactory improvement, or in the event the failure to meet the performance standards does not warrant a plan of assistance/program of assistance for improvement, the superintendent shall recommend to the Board that such employee either be dismissed or non-renewed.

The Board shall consider such recommendations in accordance with statutory requirements and the procedures set forth in district administrative rules.

END OF POLICY

Legal Reference(s):

[ORS 192.660](#) (1)(i)
[ORS 332.505](#)
[ORS 342.513](#)
[ORS 342.663](#)

[ORS 342.815](#)
[ORS 342.835](#)
[ORS 342.865 - 342.915](#)

[OAR 581-022-1720](#)
[OAR 584-020-0040](#)

Eugene Education Association v. Eugene School District 4J, Case Nos. UP-8-87 and UP-18-87, 9 PECBR 9391 (1987);
rev'd, Or. App. 78 (1988); vacated and remanded, 306 Or. 659 (1988).
Hanson v. Culver School District No. 5 (FDAB 1975).