

Personnel: Definitions

“Licensed employees” are those holding a position that requires a certificate issued by the state Teacher Standards and Practices Commission.

1. “A teacher” is an employee who holds a teacher’s license or is registered to teach by TSPC in a position requiring a teacher’s license.
2. “A contract teacher” is any teacher who has been employed by the district for a probationary period of three successive years and who has been retained for the next succeeding school year.
3. “A probationary teacher” is any teacher employed by a fair dismissal district who is not a contract teacher.
4. “A temporary teacher” is a teacher employed to fill a position designated as temporary or experimental or to fill a vacancy which occurs after the opening of school because of unanticipated enrollment or because of the death, disability, retirement, resignation, contract non-extension or dismissal of a contract or probationary teacher. This position is temporary if it exists for one year or less. A position is experimental if the intention is to pilot a program for one year. Temporary and experimental positions may be extended for a second year with mutual agreement of the association and district.
5. “A substitute teacher” is any teacher who is employed to take the place of a teacher who is temporarily absent. A substitute who replaces a teacher for more than 60 consecutive workdays in the same school year, will be made a temporary teacher on the 61st day.
6. “An administrator” is an employee who has been granted administrative authority and who spends more than one-half time in the organization, direction, supervision, control, or evaluation of other employees or programs.
7. “A specialist” is an employee who has a teaching license or a letter of authorization from the Oregon Department of Education and who is employed half-time or more

“Classified personnel” are those employees in job positions for which no teaching or administrative licenses are required by law.

1. “Regular employees” those employed in positions requiring 20 or more hours per week.
2. “Part-time regular employees” those employed in positions requiring less than 20 hours per week.

3. “Temporary classified employees” are those employed for a period of time which exceeds 40 consecutive workdays to provide additional services or to replace a regular classified employee: The Board shall determine if these employees are eligible for benefits.
4. “Substitute classified employees” are those employed to provide additional services or to replace a regular or temporary classified employee on an irregular basis.

“Supervisory employees” are those individuals having authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to adjust their grievances or effectively to recommend such action if the exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment.

“Confidential employees” are designated in accordance with Oregon law. Such employees will be excluded from any bargaining unit. Salaries and benefits for confidential employees will be established by the Board.

END OF POLICY

Legal Reference(s):

[ORS 243.650\(6\), \(23\)](#)
[ORS 332.505](#)
[ORS 332.554\(3\)](#)
[ORS 342.120](#)
[ORS 342.125](#)

[ORS 342.420](#)
[ORS 342.610](#)
[ORS 342.815](#)
[ORS 342.835](#)

[ORS 342.840](#)
[ORS 342.845](#)
[OAR 584-020-0005](#)

Job York v. Portland Sch. Dist., No. FDA 83-7 (August 1983).