

Malheur Education Service District

Code: **GDIB-AR**
Revised/Reviewed: 12/13/05; 7/15/14
Orig. Code(s): GDIB-AR

Discipline and Dismissal of Classified Staff

1. For the purpose of this policy, “classified employee” shall include all employees except those for whom a TSPC (Teacher Standards and Practices Commission) teaching or administrative license is required for employment in the ESD.
2. Termination of employment shall become effective upon action by the superintendent, after the employee has been offered the opportunity for a pre-dismissal hearing by the superintendent. The employee will be informed of potential grounds for dismissal, allowed to respond to the superintendent and allowed to bring representation.
3. The dismissed employee shall be entitled to a post-termination hearing before the Board if a written request is received within 15 days of the dismissal.