

Multnomah Education Service District

Code: **GCPD**
Adopted: 11/18/80
Revised/Readopted: 12/16/80; 1/20/81; 4/16/85;
9/20/94; 3/21/95; 7/18/95;
10/18/05; 1/18/11; 4/22/13;
4/30/14
Orig. Code(s): 3270; 3280; 4700; 4710

Discipline and Dismissal of Employees

Discipline

The Superintendent or designee shall be authorized to discipline an employee for infractions of Board policy, administrative regulations, department regulations, failure to fulfill the requirements of the job as specified in the job description or for other sufficient reasons.

Authorized disciplinary measures include oral reprimand, written reprimand, paid or unpaid suspension and dismissal. Disciplinary measures should follow progressive discipline standards.

Suspension

When deemed in the best interest of the MESD, the Superintendent may suspend with pay or place on paid administrative leave any employee for a period not to exceed the number of workdays from the date of suspension through the date of the next regularly scheduled Board meeting, at which time the Board shall authorize the Superintendent to take action appropriate to the Superintendent's authority.

Teachers and Administrators Subject to the Fair Dismissal Law

The Board shall follow the procedures in ORS 342.835 for probationary teachers and administrators and ORS 342.865 to 342.910 for contract teachers and administrators.

Contracted Staff Not Under Fair Dismissal Law

Reasons for dismissal of contracted staff not under Fair Dismissal Law shall be those as determined by the Board.

Non-Contracted Staff

The Superintendent shall be authorized to terminate the employment of non-contracted employees for sufficient reasons.

The Superintendent and Cabinet shall develop administrative regulations for implementation of this policy.

END OF POLICY

Legal Reference(s):

[ORS 243.672](#)

[ORS 243.706](#)

[ORS 243.756](#)

[ORS 342.835](#)

[ORS 342.865 - 342.910](#)

[ORS 342.934](#)

[ORS 652.140](#)

[OAR 584-020-0040](#)

MESD Policy Cross Reference(s):

AC - Non-Discrimination

BBA - Board Powers and Duties

CBA - Qualification and Duties of the Superintendent

GB - Personnel Policies

GCN - Evaluation of Staff

GCPB - Resignation of Licensed Employees

KBA - Public Records