

Termination of Certified Staff

The superintendent may immediately suspend any certified employee for any cause which he/she believes might seriously disrupt district functions, endanger the health and/or safety of students or district personnel, or seriously discredit the school district.

The Board will either dismiss or reinstate the employee. Any employee not dismissed will be reinstated without loss of pay or accrued benefits.

Suspensions of permanent teachers or administrators will comply with procedures outlined in the Fair Dismissal Law.

Satisfactory performance according to established standards and job descriptions is a pre-requisite for continued employment in the district. Failure to maintain such standards and perform job requirements are cause for termination of employment, either by withholding contract renewal or by immediate dismissal.

Supervisors and principals will report in writing to the superintendent all cases involving unsatisfactory work or behavior that might lead to possible dismissal of an employee.

Probationary teachers may be dismissed or their contracts non-renewed for any cause deemed in good faith sufficient by the Board. Probationary teachers who have been dismissed or whose contracts have not been renewed may request and will be granted a Board hearing.

Permanent teachers may be dismissed in accordance with the provisions of the Fair Dismissal Law.

Temporary teachers will be released upon the termination of the designated assignment as indicated in the contract, upon the return of the regular teacher, or at the end of the school year, whichever comes first.

The superintendent or designee will develop appropriate procedures designed to safeguard the constitutional, statutory and contractual rights of employees considered for dismissal.

END OF POLICY

Legal Reference(s):

[ORS 243.650](#)

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)