

Personnel: Definitions

"Licensed employees" are those holding a position that requires a license issued by the Teacher Standards and Practices Commission (TSPC).

1. "A teacher" is any person who holds a teacher's license as provided in Oregon Revised Statutes or is registered by TSPC.
2. "A contract teacher" means any teacher who has been regularly employed by a school district for a probationary period of not more than three successive school years and who has been retained for the next succeeding school year.
3. "A probationary teacher" is one who is not a contract teacher and who works at least 135 consecutive days in any school year as a teacher in the district.
4. "A temporary teacher" is any teacher employed to fill a position designated by the Board as temporary or experimental or to fill a vacancy that occurs after the opening of school because of unanticipated enrollment or because of the death, disability, retirement, resignation, contract nonextension or dismissal of a contract or probationary teacher.
5. "A substitute teacher" is any district-registered, TSPC licensed teacher who is employed to take the place of a probationary or contract teacher who is temporarily absent. A substitute teacher is employed on a day-to-day basis, without contract, and does the work of the regularly assigned teacher during the latter's absence from duty. Substitutes will not be eligible for fringe benefits and will be paid at a rate established annually by the Board in accordance with the provisions of Oregon law.
6. "An intern teacher" is a regularly enrolled student of a college or university who teaches under the supervision of the staff of such institution and of the district in order to acquire practical experience in teaching.
7. "An administrator" is an employee who holds a valid Oregon administrative license or registration who has been granted administrative authority, and who spends more than one-half time in the organization, direction, supervision, control or evaluation of employees in or programs of the district.
8. "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 classified employees" and "part-time regular classified employees" are those employed in a position established by the Board.
2. "Temporary classified employees" are those employed to provide additional services or to replace a regular classified employee on an infrequent and irregular basis.
3. "Substitute classified employees" take the place of regular employees for periods of no more than 60 days, but are not considered members of the bargaining unit and are not eligible for the benefits of regular employees.
4. "Classified supervisory" employees are those who serve in positions that exercise administrative authority or supervisory responsibility over classified employees and as defined in ORS 243.650 (23).

"Supervisory employees" are those individuals having authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly 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. Salaries and benefits for supervisory employees will be recommended by the superintendent for approval by the Board.

"Confidential employees" are designated in accordance with Oregon law and provisions of the collective bargaining agreements between the district and its licensed and classified employees. Such employees will be excluded from any bargaining unit. Salaries and benefits for confidential employees will be recommended by the superintendent for approval by the Board.

"Administrative employee" means an employee of the district who possesses authority to formulate and carry out administrative and/or program decisions, or who represents administration's interest by taking or effectively recommending discretionary actions that control or implement district policy, and who has discretion in the performance of these administrative and/or program responsibilities beyond the routine discharge of duties. An "administrative employee" need not act in a supervisory capacity in relation to other employees.

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).