

## Discipline and Dismissal of Licensed Staff

### Suspension

The Superintendent may immediately suspend any temporary, substitute or probationary licensed employee for any cause which he/she believes might seriously disrupt the 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 contract teachers or administrators will comply with procedures outlined in ORS 342.875.

Satisfactory performance according to established standards and job descriptions is a prerequisite 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 non-extension, 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 shall be granted a hearing before the Board.

Contract teachers may be dismissed in accordance with the provisions of ORS 342.865-342.915.

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

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

END OF POLICY

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#### 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](#)