

# North Santiam School District

Code: **GDPD**  
Adopted: 2/26/98

## Suspension and Dismissal of Classified Staff

This policy shall govern suspension, demotion, and dismissal of classified employees. Unless otherwise expressly provided to the contrary, this policy shall neither be subject to the grievance process nor to the collective bargaining agreement.

1. **PROBATIONARY EMPLOYEE:** For any cause it may deem in good faith sufficient, the Board may dismiss any probationary classified employee of this district at any time during the probationary period.
2. **PERMANENT EMPLOYEE:** No permanent classified employee shall be dismissed except for just cause which shall include, but is not limited to:
  - a. Inefficiency;
  - b. Immorality;
  - c. Insubordination;
  - d. Neglect of duty;
  - e. Physical or mental incapacity;
  - f. Conviction of a felony or of a crime involving moral turpitude;
  - g. Inadequate performance;
  - h. Failure to comply with such reasonable requirements as the Board may prescribe to show normal improvement and evidence of professional training and growth; or

END OF POLICY

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### Legal Reference(s):

[ORS 332.544](#)  
[ORS 342.663](#)  
[ORS 342.835](#)  
[ORS 342.865 - 342.915](#)