

Termination of Licensed Staff

Probationary Teachers

The Board of any fair dismissal district may discharge or remove any probationary teacher in the employ of the district at any time during a probationary period for any cause deemed in good faith sufficient by the Board. However, the probationary teacher is entitled to meet informally with the Board, at the teacher's request, to discuss the cause of dismissal.

The Board may, for any cause it may deem in good faith sufficient, refuse to renew the contract of any probationary teacher. However, the teacher shall be entitled to notice of the intended action by April 1.

Contract Teacher

A permanent teacher shall not be subjected to the requirement of annual appointment nor shall he/she consent except as provided in Oregon Revised Statutes.

Grounds for Dismissal of Contract Teacher

1. No permanent teacher shall be dismissed except for:
 - a. Inefficiency;
 - b. Immorality;
 - c. Insubordination;
 - d. Neglect of duty;
 - e. Physical or mental incapacity;
 - f. Conviction of a felony or 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
 - i. Any cause which constitutes grounds for the revocation of such permanent teacher's teaching license.

2. In determining whether the professional performance of a permanent teacher is adequate, consideration shall be given to regular and special evaluation reports prepared in accordance with the policy of the district and to any written standards of performance which shall have been adopted by the Board.

3. Suspension or dismissal on the grounds contained in (e) of subsection (1) of this section shall not disqualify the teacher involved for any of the benefits provided in Oregon Revised Statutes.

END OF POLICY

Legal Reference(s):

[ORS 342.934](#)