

The Valley School of Southern Oregon

Code: **GBCB**
Adopted: 6/08/15
Orig. Code(s): GBCB

Staff Conduct

All staff are expected to conduct themselves in a manner that conforms with their job descriptions, school and board policies, administrative regulations and professional demeanor. Licensed staff are expected to adhere to the Standards for Competent and Ethical Performance of Oregon Educators as specified in Oregon Administrative Rules (OARs). OARs were adopted by the TSPC in accordance with Oregon Revised Statutes (ORS). Oregon Administrative Rules may be used as criteria by the TSPC in matters pertaining to the revocation or suspension of licenses issued by the commission under ORS or the discipline of any license holder or any person who has held a license at any time within five years prior to issuance of the notices of charges under ORS. The commission determines whether an educator's performance is ethical or competent in light of all the facts and circumstances surrounding the educator's performance as a whole. The commission will promptly investigate complaints. The commission may at its discretion defer action to charge an educator against whom a complaint has been filed under ORS 342.176 when the investigation report indicates that disciplinary action against the educator is pending at the local district level or when criminal charges are pending or are likely to be filed against the educator. In considering whether to defer action to charge an educator, the commission shall consider all information.

END OF POLICY

Legal Reference(s):

[ORS 338.115](#)