

South Coast Education Service District

Code: **GCPD**
Adopted: 3/09/99
Readopted: 4/10/07
Reviewed: 9/25/17
Orig. Code(s): GCPD/GDPD

Discipline and Dismissal of Licensed Staff *

The Board has an obligation to the component districts and the citizens of this ESD to employ the best professional staff possible in terms of training, ability and performance to meet the educational needs of component districts and their staff and students. It shall meet that obligation by retaining only those staff members who meet those standards.

It is the responsibility of the superintendent to assure the implementation of the evaluation plan specified by this Board policy GCPD - Discipline and Dismissal of Licensed Staff in order that staff members be informed of the adequacy of their performance in the ESD and assisted in their professional development whenever possible. When it is evident, however, that an employee's performance fails to meet the standards of the ESD, the superintendent shall consider recommending to the Board that such employee be subject to nonrenewal and/or discipline up to and including dismissal.

The Board shall consider such recommendations in accordance with statutory requirements and the procedures set forth in ESD administrative regulations.

Causes for Dismissal and Dismissal Procedures

The Board, upon recommendation of the administration, shall dismiss staff as provided in Oregon law. In case the Board passes an order to dismiss, the reasons shall be recorded.

The Board reserves the right to terminate a staff member for inefficiency or incompetency in the discharge of their duties, unbecoming conduct, neglect of duty, disloyalty to the interests of the ESD, evident unfitness for teaching, failure to comply with the laws of Oregon, Board policies or administrative rules and regulations, insubordination or when such dismissal is in the best interests of the ESD.

In situations where it is feasible, the appropriate director/supervisor should meet with a staff member whose work, actions or practices are unsatisfactory and confer with them. A record of this conference should be kept and filed in the personnel record. Such conferences should be held early enough in the year to allow staff to exhibit evidence that the deficiencies have been corrected. If the director/supervisor believes there is sufficient reason for dismissal at the end of the current contract, the staff member will be so notified in writing on or before March 15 of the year in which the staff member is to be considered for renewal.

In cases of flagrant or persistent violation of law, policy or regulations, the dismissal procedures need not involve unnecessary conferences.

Staff who are not to be recommended by the director/supervisor or the members of the administration for renewal shall normally be given an opportunity to resign if they so desire. This shall be accomplished prior to the deadline date for notification of failure to rehire whenever this is possible.

END OF POLICY

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