

Discipline and Dismissal - Classified Staff

Notice of Grounds for Dismissal

The superintendent, or his/her designee, shall be advised, in writing, of any condition, reprimand, charge or action which could constitute grounds for dismissal.

Appeals

Any disagreement relating to the employee's evaluation which cannot be resolved by the employee's immediate supervisor shall be managed in accordance with the applicable grievance procedure contained in district policy or in the classified collective bargaining agreement, as appropriate.

Authority and Cause

Upon giving written notice 15 working days in advance, and with the recommendation of the superintendent, the Board may dismiss any regular full-time employee for any one or more of the following reasons:

1. Inefficiency;
2. Immorality;
3. Insubordination;
4. Neglect of duty;
5. Physical or mental incapacity;
6. Conviction of a crime involving moral turpitude;
7. Inadequate performance;
8. Failure to comply with such reasonable requirements as the superintendent may prescribe or to show normal improvement of training or growth;
9. Any cause which constitutes grounds for revocation of any license, certificate or credential required of the employee as a prerequisite to the performance of his/her normal duties;

(continued)

10. Reduction in staff resulting from the district’s inability to levy a tax sufficient to provide funds to continue its educational program at its anticipated level;
11. Reduction in staff resulting from elimination of any program or service the district normally offers, **or to bring into compliance the staffing ratios as recommended by the superintendent and approved by the board.**

END OF POLICY

Legal Reference(s):

[ORS 243.672](#)

[ORS 243.706](#)

[ORS 243.756](#)

[ORS 342.835](#)

[ORS 342.865 - 342.915](#)

[ORS 342.934](#)

[ORS 652.140](#)

(continued)

[OAR 584-020-0040](#)

Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(d).
Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. Section 2000(e).
Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. Sections 621-634.
Age Discrimination Act of 1975, as amended, 42 U.S.C. Sections 6101-6107.
Equal Pay Act of 1963, as amended, 29 U.S.C. Section 206(d).
Rehabilitation Act of 1973, 29 U.S.C. Sections 791, 793 and 794.
Title IX of the Education Amendments of 1972, 20 U.S.C. Sections 1681-1683; 34 CFR Part 106 (2000).
Americans with Disabilities Act of 1990, 42 U.S.C. Sections 12101-12213; 29 CFR Part 1630 (2000); 28 CFR Part 35 (2000).