



Code: GCPD  
Adopted: 01/17/2019

### **Dismissal of Probationary Licensed Guide or Specialist**

The Probationary period of employment for licensed Guides and Specialist is three (3) years. This probationary period is intended as a time for determining the fitness and potential of a person to become a competent and desirable permanent professional employee. At any time during the probationary period, the probationary licensed teacher or guide may be terminated for cause considered, in good faith, to be sufficient by the School Board as provided in ORS 342.835.

Services of a probationary Guide or Specialist shall be terminated under any of the following conditions:

1. For failure to hold the required certificate;
2. For reduction in staff or reduction or elimination of a program to which assigned;
3. For failure to perform duties designated in job description or policies or to meet the Standards of Performance at an acceptable level;
4. For conduct found by the School Board to be detrimental to school-community relationships;
5. For such other cause considered to be, in good faith, sufficient reason by the School Board.

Termination of services may occur either by non-renewal of the contract or by dismissal from a contract-in-force.

In a non-renewal, the School Board shall provide a written notice of the non-renewal action to the Guide or Specialist, as required by law.

In a dismissal from a contract-in-force, the School Board shall act on the recommendation of the Director to dismiss the person on a specified effective date for cause considered to be critical enough to require immediate action. The Director, in a dismissal action, shall notify the probationary Guide or Specialist of the intent to recommend dismissal and set forth the reasons for the action by registered mail and/or in person in front of a witness.

Upon a written request for a hearing from the person dismissed or notified of non-renewal, presented to the Director within five (5) calendar days of the School Board's action, the School Board shall provide a hearing, within fifteen (15) calendar days of receipt of the request, at which time the person shall have the opportunity to be heard in his or her own defense in person or by a representative. The School Board shall render a decision within ten (10) days after the conclusion of the hearing.

END OF POLICY Legal Reference(s):

[ORS 243.672](#)

[ORS 243.706](#)

[ORS 243.756](#)

[ORS 342.835](#)

[OAR 584-020-0040](#)

[ORS 342.865 - 342.910](#)

[ORS 342.934](#)

[ORS 652.140](#)