



Code: GCPD-2  
Adopted: 01/17/2019

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

When the Director identifies a contracted status licensed Guide or Specialist with deficiencies including inefficiency, immorality, insubordination, neglect of duty, physical or mental incapacity, conviction of a felony or of a crime as listed in ORS 342.143, any cause which constitutes grounds for revocation of license, inadequate performance, and/or failure to comply with such reasonable requirements as the School Board may prescribe, which affect performance as defined in Policy GCAA, Standards of Performance, Policy GAB2, Licensed Teachers and Specialists Job Descriptions and/or other specified standards, rules, or policies, then that employee shall be informed in writing.

1. The Director may develop a plan of improvement and assistance, if appropriate. It shall be signed by both the Director and Guide and one (1) copy shall be placed in the employee's personnel file.
2. The Director shall give written notices, directives, and/or reports to a Guide or Specialist with deficiencies which identify the deficiencies and describe the required changes. A copy of each document, signed by the Director and Guide or Specialist, shall be filed in the employee's personnel file.

An employee covered by this policy may be suspended by action of the Director for a period not to exceed five (5) days, which may or may not be invoked as part of an action for dismissal.

The process for dismissal shall be carried out as provided by ORS 342.895.

END OF POLICY

Legal Reference(s):

[ORS 243.672](#)  
[ORS 243.706](#)  
[ORS 243.756](#)  
[ORS 342.865 - 342.910](#)  
[ORS 342.934](#)  
[ORS 652.140](#)  
[OAR 584-020-0040](#)