

5.20.130-P Teacher Dismissal

- (1) **General**. A record of consistent, irregular attendance on the part of a teacher shall be considered as neglect of duty and shall constitute cause for dismissal, under the Teachers' Fair Dismissal Law, unless the teacher is declared totally disabled by the Board of Medical Examiners.
- (2) **Termination of Teacher's Contract — Release**. Sickness or other unavoidable circumstances which prevent the teacher from teaching 20 school days immediately following expiration of sick leave accumulated under ORS 332.507 shall be sufficient reason for the Board to terminate the teacher's employment without penalty or to place the teacher on leave without pay for the remainder of the regular school year. This subsection applies to teachers whose employment is based either upon contract or permanent status or both.
- (3) **Probationary Teachers**. A probationary teacher may be discharged at any time during the probationary period for any cause deemed sufficient by the Board. Such action by the Board of Education will be based on evaluations by administrators, recommendations of the superintendent and guided by the desire of the Board to assure quality teaching for Portland students. If the Board, for any cause it may deem sufficient, decides to refuse to renew the contract of any probationary teacher or to refuse to reemploy any teacher who is not under contract, the district shall proceed under Policy 5.20.091.
- (4) **Permanent Teacher**. Discharge of a permanent teacher shall be governed by the provisions of the Teacher Fair Dismissal Law shall govern discharge of a permanent teacher. (ORS 342.805 - 342.934.)

Legal References: ORS 332.507; ORS 342.545; ORS 342.805 - 342.937

History: Adpt. 6/71; Amd. 9/71; Amd. 3/77; Amd. 9/95