

# Amity School District 4J

Code: **GDPD**  
Adopted: 2/8/89

## **Suspension and Dismissal**

The superintendent may immediately dismiss any classified employee for any cause which he or she believes might seriously disrupt the functions of the district endanger the health and/or safety of students or district personnel, or seriously discredit the school district. In addition, incompetence or inability to perform the services required, willful neglect of duties, failure to cooperate with fellow workers and/or supervisors in work-related matters, unbecoming conduct, dishonesty, or failure to comply with the policies and regulations of School District 4J shall constitute grounds for dismissal.

A member of the classified staff, on being dismissed, may then request a hearing with the Board. Such hearing will be in executive session unless the employee requests an open session. The superintendent or designee will follow appropriate procedures designed to safeguard the constitutional, statutory, and contractual rights of employees considered for dismissal.

END OF POLICY

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Legal Reference(s):

[ORS 332.107](#)

[ORS 332.544](#)