

Coquille School District 8

Code: GAA
Adopted: 1978 PHB; 10/29/1980
Revised/Readopted: 06/23/1997,
02/11/2008, 02/10/2021

Personnel: Definitions

Licensed employees are those holding a position that requires a license issued by the state Teacher Standards and Practices Commission (TSPC).

1. A teacher is an employee who holds a teacher's license or is registered to teach by TSPC.
2. A contract teacher means any teacher who has been regularly employed by a school district for a probationary period of not more than three successive school years and who has been retained for the next succeeding school year.
3. A probationary teacher is still in their probationary period and who works at least 135 consecutive days in any school year as a teacher in the district. At least 30 consecutive days of employment in the district in a successive year shall be sufficient to keep the service intact and the teacher shall not lose credit for previous probationary years served.
4. A temporary teacher is any teacher employed to fill a position designated as temporary or experimental or to fill a vacancy that occurs because of unanticipated enrollment or the death, disability, retirement, resignation, contract non-extension or dismissal of a contract teacher or probationary teacher.
5. A substitute teacher is any teacher employed to take the place of a probationary or contract teacher who is temporarily absent. A substitute teacher is employed on a day-to-day basis, without contract, and does the work of the regularly assigned teacher during the latter's absence from duty. Substitutes will not be eligible for fringe benefits and will be paid at a rate established annually by the Board in accordance with the provisions of Oregon law.
6. An intern teacher is a regularly enrolled of an approved education provider student of a college or university who teaches under the supervision of the staff of the provider and of the employing district in order to acquire practical experience in teaching.
7. An administrator is an employee who holds a valid Oregon administrative license or registration and who works in a position requiring an administrative license. An administrator includes but is not limited to the superintendents, assistant superintendents, principals and program directors who have direct responsibility for supervision or evaluation of staff.
8. A specialist is an employee who has a teaching license or a letter of authorization from the Oregon Department of Education.

Classified personnel are those employees in positions for which no teaching or administrative licenses are required by law.

1. Regular classified employees are those employed in positions established by the Board for at least a full school year.
2. Temporary/Substitute classified employees are those employed on an as-needed basis. These employees shall not be eligible for fringe benefits.
3. Supervisory employees are those individuals having authority to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward or discipline other employees, or responsibly to direct them, or to adjust their grievances or effectively to recommend such action if the exercise of such authority is not of a merely routine or clerical nature but requires the use of independent judgment. No nurse, charge nurse or similar nursing position shall be deemed to be supervisory unless such position has been traditionally classified as supervisory. Supervisory employees are excluded from any bargaining unit and cannot supervise or evaluate licensed staff unless they hold a teacher or administrative license.
4. Confidential employees are designated in accordance with Oregon law. Such employees will be excluded from any bargaining unit and cannot supervise or evaluate licensed staff unless they hold a teacher or administrative license.
5. Administrative employee means an employee of the district who possesses authority to formulate and carry out administrative and/or program decisions, or who represents administration's interest by taking or effectively recommending discretionary actions that control or implement district policy, and who has discretion in the performance of these administrative and/or program responsibilities beyond the routine discharge of duties. An administrative employee need not act in a supervisory capacity in relation to other employees. Such employees will be excluded from any bargaining unit and cannot supervise or evaluate licensed staff unless they hold a teacher or administrative license.

END OF POLICY

Legal Reference(s):

ORS 243.650 (6), (23)

ORS 332.505

ORS 332.554 (3)

ORS 342.120

ORS 342.125

ORS 342.420

ORS 342.610

ORS 342.815

ORS 342.835

ORS 342.840

ORS 342.845

OAR 581-005-0001

OAR 584-020-0005

Job York v. Portland School District, No. FDA 83-7 (August 1983).