



SECTION: EMPLOYEES

POLICY: 317

**TITLE: CONDUCT AND
DISCIPLINARY PROCEDURES**

ORIGINAL: December 7, 2020

CURRENT REVISION: February 7,
2022

**LAST REVIEWED BY THE
COMMITTEE:**

I. PURPOSE

None.

II. DEFINITIONS

None.

III. POLICY

- A. All employees are expected to conduct themselves in a manner consistent with appropriate and orderly behavior. Effective operation of district schools requires the cooperation of all employees working together and complying with a system of Board policies, administrative guidelines, rules and procedures, applied fairly and consistently.
- B. The Board requires employees to maintain professional, moral and ethical relationships with students at all times.
- C. The Board directs that all district employees shall be informed of conduct that is required and is prohibited during work hours and the disciplinary actions that may be applied for violation of Board policies, administrative guidelines, rules and procedures.
- D. When demotion or dismissal charges are filed against a certificated professional employee, a hearing shall be provided as required by applicable law. Non-certificated employees may be entitled to a Local Agency Law hearing, at the employee's request.

IV. DELEGATION OF AUTHORITY

- A. All district employees shall comply with state and federal laws and regulations, Board policies, administrative guidelines, rules and procedures. District employees shall endeavor to maintain order, perform assigned job functions and carry out directives issued by supervisors.
- B. When engaged in assigned duties, district employees shall not participate in activities that include but are not limited to the following:
 - a. Physical or verbal abuse or threat of harm, to anyone.
 - b. Nonprofessional relationships with students.
 - c. Causing intentional damage to district property, facilities or equipment.
 - d. Forceful or unauthorized entry to or occupation of district facilities, buildings or grounds.

- e. Use, possession, distribution, or sale of alcohol, drugs or other illegal substances.
 - f. Use of profane or abusive language.
 - g. Breach of confidential information
 - h. Failure to comply with directives of district officials, security officers, or law enforcement officers.
 - i. Carrying onto or possessing a weapon on school grounds without authorization from the appropriate school administrator.
 - j. Violation of Board policies, administrative guidelines, rules or procedures.
 - k. Violation of federal, state, or applicable municipal laws or regulations.
 - l. Conduct that may obstruct, disrupt, or interfere with teaching, research, service, operations, administrative or disciplinary functions of the district, or any activity sponsored or approved by the Board.
- C. The Superintendent or designee shall develop and disseminate disciplinary rules for violations of Board policies, administrative guidelines, rules and procedures that provide progressive penalties, including but not limited to
- a. verbal warning
 - b. written warning
 - c. reprimand
 - d. suspension
 - e. demotion
 - f. dismissal
 - g. pursuit of civil sanctions.
- D. The Superintendent or designee shall, when considering disciplinary actions with regard to an employee, reference the applicable administrative compensation plan, individual contract, or collective bargaining agreement and/or any other pertinent documents and/or state or federal laws or regulations and may, if deemed necessary, prepare and promulgate disciplinary rules for violations of Board policies, administrative guidelines, rules and procedures that provide progressive penalties, including but not limited to verbal warning, written warning, reprimand, suspension, demotion, dismissal, and/or pursuit of civil and criminal sanctions.
- E. Arrest or Conviction Reporting Requirements
- a. Employees shall use the designated form to report to the Superintendent or designee, within seventy-two (72) hours of the occurrence, an arrest or conviction required to be reported by law.
 - b. Employees shall also report to the Superintendent or designee, in writing, within seventy-two (72) hours of notification, that the employee has been named as a perpetrator in a founded or indicated report pursuant to the Child Protective Services Law.
 - c. An employee shall be required to submit new criminal history background checks if the Superintendent or designee has a reasonable belief that the employee was arrested or has been convicted of an offense required to be reported by law, and the employee has not notified the Superintendent or designee.
 - d. An employee shall be required immediately to submit a new child abuse history certification if the Superintendent or designee has a reasonable belief that the employee was named as a perpetrator in a founded or indicated report or has provided written notice of such occurrence.

- e. Failure to report accurately such occurrences may subject the employee to disciplinary action up to and including termination and criminal prosecution.

V. REFERENCES

22 PA Code 235.10
Pol. 824
24 P.S. 510
24 P.S. 514
24 P.S. 1121
24 P.S. 1122
24 P.S. 1126
24 P.S. 1127
24 P.S. 1128
24 P.S. 1129
24 P.S. 1130
2 Pa. C.S.A. 551 et seq
Pol. 351
24 P.S. 1151
24 P.S. 111
24 P.S. 2070.9a
23 Pa. C.S.A. 6344.3
24 P.S. 2070.1a et seq
22 PA Code 235.1 et seq
23 Pa. C.S.A. 6301 et seq