

Calvert County Public Schools
1305 Dares Beach Road
Prince Frederick, MD 20678

**Policy Statement #1750 (Administration) of the Board of Education
Regarding Employee Discipline**

- I. Purpose
 - A. To outline disciplinary measures that may be applied, as needed, in order to address situations where employee behavior has not met prescribed standards.
- II. Policy Statement
 - A. The Calvert County Board of Education affirms that all employees of the Calvert County Public Schools (CCPS) are expected to conduct themselves in accordance with applicable laws and regulations, Calvert County Board of Education policies, collective bargaining agreements, and standards of behavior that reflect and support the educational and human relations philosophies of the Calvert County Public Schools.
 - B. All employees are expected to perform their job duties in a professional manner.
 - C. Calvert County Public Schools may take disciplinary action when an employee does not meet the standards of acceptable performance of job duties or expectations of professional conduct or has not acted in accordance with appropriate laws and regulations, Calvert County Board of Education policies, the related job description and/or the appropriate collective bargaining agreement.
- III. Delegation of Authority
 - A. The Superintendent is directed to develop administrative procedures to implement this policy in accordance with all local policies and local, state, and federal laws and regulations, and to communicate this policy and accompanying procedures to all relevant parties.
- IV. Exceptions
 - A. There are no exceptions to this policy. However, the Board, by majority vote, may temporarily suspend all or part of this policy. Suspension of all or part of this policy, however, in no way relieves the Board of its obligation to comply with pertinent local, state, and federal laws and regulations and the rules and regulations of the Maryland State Board of Education and the Maryland State Department of Education.
- V. Review
 - A. This policy will be reviewed at the end of four years, or sooner, if approved by majority vote of the Board of Education in public session.
- VI. Effective Date
 - A. This policy is effective May 11, 2023.

Citations

Administration #1750

Originally Adopted: 3/10/05

Revised: 3/13/08; 3/10/11; 3/19/15; 4/11/19; 5/11/23

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State Law: Section 6-202 of the Education Article of the Annotated Code of Maryland

State Reg.:

Federal Law:

Adm. Reg.:

Neg. Agr.:

Other Citation: Calvert County Public Schools Employee Handbook

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