

317. CONDUCT/DISCIPLINARY PROCEDURES - Pg. 2

<p>Pol. 351</p>	<p>4. Forceful or unauthorized entry to or occupation of district facilities, buildings or grounds.</p> <p>5. Use, possession, distribution, or sale of alcohol, drugs or other illegal substances.</p> <p>6. Use of profane or abusive language.</p> <p>7. Breach of confidential information.</p>
<p>SC 1122</p>	<p>8. Failure to comply with directives of district officials, security officers, or law enforcement officers.</p> <p>9. Carrying onto or possessing a weapon on school grounds without authorization from the appropriate school administrator.</p>
<p>SC 1122</p>	<p>10. Violation of Board policies, administrative regulations, rules or procedures.</p>
<p>SC 1122</p>	<p>11. Violation of federal, state, or applicable municipal laws or regulations.</p> <p>12. 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.</p> <p>The Superintendent or designee shall develop and disseminate disciplinary rules for violations of Board policies, administrative regulations, rules and procedures that provide progressive penalties, including but not limited to:</p> <ol style="list-style-type: none"> 1. verbal warning 2. written warning 3. reprimand 4. suspension
<p>SC 1151</p>	<p>5. demotion</p>
<p>SC 1122</p>	<p>6. dismissal</p> <p>7. pursuit of civil and criminal sanctions.</p> <p>Progressive discipline procedures shall be consistent with respective collective bargaining agreements.</p>

<p>SC 111 24 P.S. Sec. 2070.9a</p> <p>23 Pa. C.S.A. Sec. 6344.3</p> <p>SC 111</p>	<p><u>Investigations</u></p> <p>The Board shall not participate in the investigation of alleged wrongdoing, incompetency, or improper conduct by an employee. Instead, the Superintendent or designee is required to investigate or cause the investigation of such matter as may be warranted by the circumstances.</p> <p>To fulfill his/her responsibility to properly investigate the matter, the Superintendent is hereby authorized, as s/he shall deem necessary, to:</p> <ol style="list-style-type: none"> 1. Retain counsel to assist in or to conduct the investigation and to advise the Superintendent; and 2. Retain such investigators as may be justified to assist in the investigation. Based upon the facts learned during the investigation and with the advice of counsel, the Superintendent shall determine whether demotion or dismissal charges shall be issued. <p>The Board shall not perform any prosecutorial role in any personnel matter.</p> <p><u>Arrest Or Conviction Reporting Requirements</u></p> <p>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.</p> <p>Employees shall also report to the Superintendent or designee, in writing, within seventy-two (72) hours of notification, that the employee has been listed as a perpetrator in the Statewide database, in accordance with the Child Protective Services Law.</p> <p>An employee shall be required to submit a current criminal history background check report 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. Failure to accurately report such arrests and convictions may subject the employee to disciplinary action up to and including termination and criminal prosecution.</p>
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References:

School Code – 24 P.S. Sec. 111, 510, 514, 1121, 1122, 1126, 1127, 1128, 1129, 1130, 1151

State Board of Education Regulations, Code of Professional Practice and Conduct for Education – 22 PA Code Sec. 235.1 et seq.

Local Agency Law – 2 Pa. C.S.A. Sec. 551 et seq.

Educator Discipline Act – 24 P.S. Sec. 2070.1a et seq.

Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.

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