

# POLICY

## STAFFORD TOWNSHIP BOARD OF EDUCATION

SUPPORT STAFF MEMBERS  
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Discipline

### 4150 DISCIPLINE

The Board of Education directs all support staff members to observe statutes, rules of the State Board of Education, policies of this Board, and duly promulgated administrative rules and regulations governing staff conduct. Violations of those statutes, rules, policies, and regulations will be subject to discipline.

The immediate supervisor shall deal with disciplinary matters on a case-by-case basis. Discipline will include, as appropriate, verbal and written warnings, transfer, suspension, freezing wages, and dismissal. Additional discipline procedures for support staff members covered by a collective bargaining unit may be contained in the collective bargaining agreement between the unit and the Stafford Township Board of Education.

In the event disciplinary action is contemplated, notice will be given to the employee of the specific acts and omissions upon which the disciplinary action is based and the proposed consequences.

No discipline shall be imposed for arbitrary or capricious reasons or any other reason prohibited by applicable law.

N.J.S.A. 34:13A-1 et seq.; 34:19-1

Adopted: 22 July 2004  
Revised: 16 December 2010

