



Book	Policy Manual
Section	300 Employees
Title	Conduct/Disciplinary Procedures
Code	317
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Authority

All administrative, professional and support 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 regulations, rules and procedures, applied fairly and consistently.

The Board requires employees to maintain professional, moral and ethical relationships with students at all times.[1][2]

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 regulations, rules and procedures.[3][4]

When demotion or dismissal charges are filed against a certificated administrative or professional employee, a hearing shall be provided as required by applicable law. Noncertificated administrative and support employees may be entitled to a Local Agency Law hearing, at the employee's request.[5][6][7][8][9][10][11][12]

Delegation of Responsibility

All district employees shall comply with state and federal laws and regulations, Board policies, administrative regulations, rules and procedures. District employees shall endeavor to maintain order; perform assigned job functions; and carry out directives issued by supervisors.[3]

When engaged in assigned duties, district employees shall not participate in activities that include but are not limited to the following:

1. Physical or verbal abuse, or threat of harm, to anyone.
2. Nonprofessional relationship with students.[2]
3. Causing intentional damage to district property, facilities or equipment.

4. Forceful or unauthorized entry to or occupation of district facilities, buildings or grounds.
5. Use, possession, distribution, or sale of alcohol, drugs or other illegal substances.[13]
6. Use of profane or abusive language.
7. Breach of confidential information.
8. Failure to comply with directives of district officials, security officers, or law enforcement officers.[6]
9. Carrying onto or possessing a weapon on school grounds without authorization from the appropriate school administrator.
10. Violation of Board policies, administrative regulations, rules or procedures.[6]
11. Violation of federal, state, or applicable municipal laws or regulations.[6]
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.

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 verbal warning, written warning, reprimand, suspension, demotion, dismissal, and/or pursuit of civil and criminal sanctions.[6][14]

Progressive discipline procedures shall be consistent with respective collective bargaining agreements.

Investigations

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.

To fulfill his/her responsibility to properly investigate the matter, the Superintendent is hereby authorized, as she/he shall deem necessary, to:

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.

The Board shall not perform any prosecutorial role in any personnel matter.

Arrest or Conviction Reporting Requirements

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.[15][16]

An employee 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.[17]

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.[15]

Failure to accurately report such arrests and convictions may, subject the employee to disciplinary action up to and including termination and criminal prosecution.[15][17].

Legal

1. 22 PA Code 235.1 et seq

2. Pol. 824

3. 24 P.S. 510

4. 24 P.S. 514

5. 24 P.S. 1121

6. 24 P.S. 1122

7. 24 P.S. 1126

8. 24 P.S. 1127

9. 24 P.S. 1128

10. 24 P.S. 1129

11. 24 P.S. 1130

12. 2 Pa. C.S.A. 551 et seq

13. Pol. 351

14. 24 P.S. 1151

15. 24 P.S. 111

16. 24 P.S. 2070.9a

17. 23 Pa. C.S.A. 6344.3