

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: DISCIPLINARY
PROCEDURES

ADOPTED: June 20, 1994

REVISED:

FAIRVIEW SCHOOL DISTRICT

317. DISCIPLINARY PROCEDURES	
1. Purpose	Effective operation of the district's programs requires the cooperation of all employees in working together under a system of policies and regulations applied fairly and uniformly to all employees. The orderly conduct of the district's business requires uniform compliance with such policies and regulations and uniform penalties and disciplinary procedures for violations.
2. Authority	There shall be established procedures whereby administrative employees shall be informed as to the disciplinary actions that are considered appropriate, and that are to be applied for violation of such policies and regulations.
3. Delegation of Responsibility SC 1151	<p>The Superintendent shall prepare and promulgate disciplinary rules for violations of district policies and regulations which provide progressive penalties including, where appropriate, verbal warning, written warning, suspension or dismissal.</p> <p>All demotions, dismissals and suspensions shall be conducted in accordance with the laws and regulations of the Commonwealth of Pennsylvania.</p> <p>When charges are filed against a professional employee pursuant to the School Code, the Board after hearing the case in accordance with the procedures established in the School Code may vote to discharge any such employee or authorize a lesser punishment short of a discharge such as a suspension without pay or lesser degrees of punishment.</p>
SC 1129 Pol. 006	The vote to discharge shall be by a two-thirds vote of all members of the Board. A vote to provide a degree of punishment less than a discharge shall be by a majority of a quorum present at a meeting at which such vote is to be taken.