

FAIRVIEW SCHOOL DISTRICT

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DISCIPLINARY PROCEDURES

ADOPTED: June 20, 1994

REVISED: March 17, 1997

417. DISCIPLINARY PROCEDURES	
1. Purpose	Effective operation of the district's programs requires the cooperation of all district 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 SC 510 AP 417	There shall be established procedures whereby professional employees shall be informed as to the disciplinary actions that are considered appropriate, and that are to be applied for violation of district policies and regulations.
3. Delegation of Responsibility SC 514	<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, demotion, or dismissal. All demotions, dismissals and suspensions shall be conducted in accordance with the laws and regulations of the Commonwealth of Pennsylvania.</p> <p>Professional employees may be discharged by the Board upon recommendation of the Superintendent. The Superintendent's recommendation for discharge shall be subject to these provisions:</p> <ol style="list-style-type: none">1. The Superintendent shall not have acted arbitrarily or capriciously.2. Attempts were made to improve the employee's habits or attitudes.3. If applicable, the employee shall be informed of his/her rights to a Local Agency Hearing.
Act 353 of 1968	