

SECTION: PROFESSIONAL EMPLOYEES

TITLE: CONDUCT/DISCIPLINARY PROCEDURES

ADOPTED: November 29, 1985

REVISED: April 17, 2002

OLD FORGE SCHOOL DISTRICT

417. CONDUCT/DISCIPLINARY PROCEDURES	
<p>1. Purpose</p>	<p>All professional employees are expected to conduct themselves in a manner consistent with appropriate and orderly behavior. Effective operation of district programs requires the cooperation of all employees working together under a system of policies and rules applied fairly and consistently. The orderly conduct of the district's functions requires compliance with these policies and rules, and consistent penalties and disciplinary procedures for violations.</p>
<p>2. Authority SC 510</p> <p>SC 1122, 1126, 1127</p>	<p>The Board directs that procedures be established whereby professional employees are informed of the disciplinary actions that are considered appropriate and may be applied for violation of district policies, rules and procedures.</p> <p>When dismissal charges are filed against a professional employee pursuant to law, the Board shall hold a hearing in accordance with the procedures established in the School Code.</p>
<p>3. Guidelines</p> <p>SC 1127 2 Pa. C.S.A. Sec. 551 et seq</p>	<p>All professional employees shall comply with district policies, rules and regulations; attempt to maintain order; perform assigned job functions; and carry out directives issued by supervisors.</p> <p>In the event it is necessary to demote or dismiss a professional employee, a hearing shall be provided as required by statute.</p> <p>Disciplinary procedures shall be reviewed and updated periodically and referred to the Board for information purposes.</p> <p>When engaged in assigned duties, no employee shall participate in activities that include but are not limited to the following:</p> <ol style="list-style-type: none"> 1. Physical or verbal abuse, or threat of harm to anyone. 2. Causing damage to district property, facilities and equipment.

<p>4. Delegation of Responsibility SC 1122, 1151</p> <p>School Code 510, 1122, 1126, 1127, 1151</p> <p>PA Statute 2 Pa. C.S.A. Sec. 551 et seq</p>	<ol style="list-style-type: none"> 3. Forceful or unauthorized entry to or occupation of district facilities, buildings and grounds. 4. Use, possession, distribution, or sale of alcohol, drugs or other illegal substances. 5. Use of profane or abusive language, symbols or conduct. 6. Failure to comply with directives of district officials, security officers, or law enforcement officers. 7. Carrying onto or possessing a weapon on school grounds without authorization from the appropriate school administrator. 8. Violation of district policies, rules and regulations. 9. Violations of federal, state, or applicable municipal law or regulation. 10. Conduct that may obstruct, disrupt, or interfere with teaching, research, service, administrative, or disciplinary functions of the district, or any activity sponsored or approved by the Board. <p>The Superintendent or designee shall prepare and promulgate disciplinary rules for violations of district policies, rules and procedures that provide progressive penalties, including but not limited to verbal warning, written warning, suspension, demotion, dismissal, and civil and criminal sanctions.</p>
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