

MIDDLETOWN AREA SCHOOL DISTRICT

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: DISCIPLINARY PROCEDURES

ADOPTED: October 14, 1991

REVISED:

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 rules applied fairly and uniformly to all employees. The orderly conduct of the district's business requires uniform compliance with these policies and rules, and uniform penalties and disciplinary procedures for violations.
2. Authority SC 510	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 district policies and regulations.
3. Delegation of Responsibility SC 1151	The Superintendent shall prepare and promulgate disciplinary rules for violations of district policies and rules which provide progressive penalties, including where appropriate, verbal warning, written warning, suspension, demotion or dismissal.
2 PA C.S. SC 551 et seq	In the event it is necessary to demote or dismiss, a hearing shall be provided as required by statute.
SC 1122, 1127	When charges are filed against an administrative 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. The vote to discharge shall be by a two-thirds (2/3) 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.