

Policy

DISCIPLINARY ACTION

It shall be the policy of the board of education to apply the statutes of the state, the policies of this board and the regulations of the administration with equal consideration to each staff member.

The Superintendent shall prepare disciplinary rules for situations most often encountered which provide for progressive penalties including--where appropriate--verbal warnings, written warnings, non-renewal of non-tenured employees, withholding of an increment from tenured employees, dismissal of non-tenured employees and referral of charges against tenured employees. Such rules shall ensure nondiscriminatory application, differentiate between a second offense of the initial type and a second offense unlike that for which the employee was initially reprimanded, and be in accordance with established due process procedures.

Disciplinary rules shall be reviewed and approved by the board and shall include the proviso that the board reserves the right to deduct pay for required service not performed including time lost through tardiness in accordance with its policies.

Adopted: 1994
NJSBA Review/Update: November 2008
Readopted: March 2009

Legal References: N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc; employment thereunder

Fowler v. the Board of Education of Lincoln County, Kentucky, 819 Fed. 2nd 657 (6th Circuit, 1987) cert. denied, December 14, 1987.

Possible Cross Reference: 4151 Attendance patterns