

PROFESSIONAL STAFF DISCIPLINE

A. Probation and Dismissal

Teachers may be dismissed for incompetency, immorality, non-compliance with school laws and regulations, disability in accordance with State and federal law, conviction of a felony or a crime of moral turpitude or other good and just cause. "Incompetency" includes, but is not be limited to, consistent failure to meet the endorsement requirements for the position or one or more unsatisfactory performance evaluations.

A teacher shall be dismissed if such teacher is or becomes the subject of a founded complaint of child abuse and neglect, pursuant to Va. Code § 63.2-1505, and after all rights to an appeal provided by Va. Code § 63.2-1526 have been exhausted. The fact of such finding, after all rights to an appeal provided by Va. Code § 63.2-1526 have been exhausted, shall be grounds for the School Board to recommend that the Board of Education revoke such person's license to teach.

In those instances when licensed personnel are dismissed or resign due to a conviction of any felony; any offense involving the sexual molestation, physical or sexual abuse or rape of a child; any offense involving drugs; or due to having become the subject of a founded case of child abuse or neglect, the School Board shall notify the Board of Education within 10 business days of such dismissal or the acceptance of such resignation.

If a current employee is dismissed because of information appearing on his/her criminal history record, the School Board shall provide a copy of the information obtained from the Central Criminal Records Exchange to the employee.

Administrative regulations shall be developed for the dismissal or placing on probation of continuing contract teachers and probationary teachers during the school year.

No teacher shall be dismissed or placed on probation solely on the basis of the teachers' refusal to submit to a polygraph examination requested by the School Board.

B. Suspension

Employees of Tazewell County School Board may be suspended as provided in Policy GCPF Suspension of Staff Members.

C. Failure to Perform Nonemergency Health-Related Services

With the exception of school administrative personnel and employees who have the specific duty to deliver health-related services, no licensed instructional employee, instructional aide, or clerical employee shall be disciplined, placed on probation, or

dismissed on the basis of such employee's refusal to (i) perform nonemergency health-related services for students or (ii) obtain training in the administration of insulin and glucagon. However, instructional aides and clerical employees may not refuse to dispense oral medications.

"Health-related services" means those activities which, when performed in a health care facility, must be delivered by or under the supervision of a licensed or certified professional.

D. Effect of Probation Pursuant to Va. Code §18.2-251

For purposes of this policy, a court's placing an individual on probation pursuant to Va. Code § 18.2-251 shall be treated as a conviction and as a finding of guilt.

Adopted: August 14, 2017

Legal Ref.: Code of Virginia, 1950, as amended, §§ 18.2-251, 22.1-274, 22.1-296.2, 22.1-307, 22.1-313, 22.1-315.

Cross Refs.: GCE Part-Time and Substitute Staff Employment
GCG Professional Staff Probationary Term and Continuing Contract
GCDA Effect of Criminal Conviction or Founded Complaint of Child Abuse or Neglect
GCPF Suspension of Staff Members
JHC Student Health Services

PROFESSIONAL STAFF DISCIPLINE

It is the goal of the Tazewell County School Board to promote the well being of employees in the workplace and to maintain high standards of professional conduct and work performance. Therefore, this policy establishes standards of conduct and behavior deemed unacceptable for staff members of the Tazewell County School Board.

Expectations

Each staff member is expected to:

1. Comply with all school laws, school board policies, and regulations.
2. Perform Assigned duties satisfactorily.
3. Work as scheduled.
4. Behave in a professional manner.
5. Properly use school board funds, property, and human resources.
6. Act with honesty and integrity.

Unacceptable Conduct

1. Excessive tardiness.
2. Abuse of school board time.
3. Unauthorized use of school board funds, property, or personnel.
4. Disruptive behavior.
5. Unsatisfactory work performance.
6. Failure to follow a supervisor's proper instructions.
7. Absence from work without proper authorization.
8. Falsifying any school board record, student record, report or employment application.
9. Destruction or damage of school board property.
10. Fighting or other acts of violence.
11. Sleeping on the job.
12. Interfering with the work of other school board employees.
13. Immorality.
14. Non-compliance with school laws, board policies, and regulations.
15. Being charged with a misdemeanor involving sexual assault, drugs, obscenity and related offenses, or physical or sexual abuse or neglect of a child.
16. Threatening the safety or welfare of the school division or its students.
17. Working after consuming alcohol, illegal drugs, or unlawful prescription drugs.
18. Manufacturing, distributing, dispensing, possessing, consuming, using, or selling alcohol, illegal drugs or unauthorized prescription drugs (including anabolic steroids) on school board property or at a school board activity.
19. Use of tobacco or tobacco products on school property.
20. Abusive or threatening language directed at a student or fellow employee.
21. Striking a student except in self defense, or to keep order in school as permitted by law.
22. Inappropriate relationship(s) with students: dating.
23. Inappropriate use of online environments/social networks as outlined in Policy GAB.
24. Violating test security procedures.

Procedures for Implementing Discipline

The superintendent shall utilize a process for implementing discipline consistent with Virginia state code. Such regulation shall include a range of disciplinary options including, but not limited to: an (oral) warning, a written reprimand, a performance plan, demotion, probation, suspension, and dismissal. Such discipline shall be imposed based on the severity and the frequency of the misconduct.