



Section ADMINISTRATIVE EMPLOYEES

Title DISCIPLINARY PROCEDURES

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

# Lackawanna Trail School District

## 317. DISCIPLINARY PROCEDURES

### 1. Purpose

Effective operation of the district's programs requires the cooperation of all district employes in working together under a system of policies and rules applied fairly and uniformly to all employes. 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

There shall be established procedures whereby administrative employes 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

At the due time, 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, transfer of employe, suspension, demotion, or dismissal.

In the event it is necessary to demote or dismiss, a hearing shall be provided as required by statute,

When charges are filed against a professional employe 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 employe or authorize a lesser punishment short of a discharge such as a suspension without pay or lesser degrees of punishment.

SC 510

SC 1151

2 Pa. C.S.  
SC 551  
et seq

SC 1122  
1127

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The vote to discharge shall be by a two-thirds 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 at a present meeting at which such vote is to be taken.

School Code

SC 510  
1122, 1127  
1151

Other Cites

2 Pa. C,S,  
SC 555  
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