

SECTION: PROFESSIONAL EMPLOYEES

TITLE: DISCIPLINARY PROCEDURES

ADOPTED: August 28, 1997

REVISED:

# COUNCIL ROCK SCHOOL DISTRICT

417. DISCIPLINARY PROCEDURES	
1. Purpose	Effective operation of the district's programs requires the cooperation of all employees working together under a system of policies and rules applied fairly and uniformly. 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	The Board mandates that procedures be established whereby professional 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, 1122	The Superintendent shall prepare and promulgate disciplinary rules for violations of district policies and rules which provide penalties including, where appropriate, verbal warning; written warning; first unsatisfactory rating; transfer of employee; suspension; demotion; and dismissal.
4. Guidelines SC 1127	In the event it is necessary to demote or dismiss, a hearing shall be provided as required by statute.
SC 1122, 1127	Disciplinary procedures shall periodically be reviewed and updated and referred to the Board for information purposes.
Pol. 006	When charges are filed against a professional 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 discharge, such as a suspension without pay or lesser degrees of punishment.
	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 present at a meeting at which such vote is to be taken.