

**STAFF DISCIPLINE**

The Board of Education directs all teaching staff members to observe statutes of the State of New Jersey, rules of the State Board of Education, policies of this Board, and duly promulgated administrative rules and regulations governing staff conduct. Violations of those statutes, rules, policies and regulations will be subject to discipline.

The Superintendent shall deal with disciplinary matters on a case by case basis. Discipline measures will include verbal and written warnings as appropriate and will provide, wherever possible, for progressive penalties for repeated violations. Penalties may include suspension, withholding one or more increments, and dismissal.

In the event disciplinary action is contemplated, notice will be given to the teaching staff member in ordinary and concise language of the specific acts and omissions upon which the disciplinary action is based; the text of the statute, policy, or rule that the member is alleged to have violated; a date when the member may be heard and the administrator who will hear the matter; and the penalty that may be imposed.

**Date:**

**Review, Update and Adoption: August 16, 2007**

**Review Date: December 29, 2010 – No Changes**

**Review Date: January 17, 2012**

**Review Date: December 28, 2016 -- No Changes**

**Legal References:**

N.J.S.A. 18A:25-7	Appearance of teaching staff member before the Board
N.J.S.A. 18A:27-4	Power of Boards
N.J.S.A. 34:13A-1 et seq.	N.J. Employer-Employee Relations Act
N.J.S.A. 34:19-1	Labor and Workmen's Compensation/ Employee Rights

**Possible**

**Cross References:**

4117.52	Dismissal/ Suspension
4119.2	Responsibilities
4119.21	Conflict of interest
4119.23	Employee substance abuse
4119.24	Staff/pupil relations
4138	Non-school employment
4138.2	Private tutoring
6144	Controversial issues

**Key Words:** Staff, Employee Rights, Dismissal