

**Policy**

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**DISCIPLINE**

In the event of an infraction of district rules by an employee, it shall be the policy of the board to apply the statutes of the state, these policies and the regulations of the district with equal consideration to each staff member.

The superintendent, or designee when appropriate, shall prepare disciplinary rules for situations most often encountered which provide for progressive penalties including, where appropriate, verbal warning, written warning, suspension, withholding an increment, or dismissal.

First Reading: January 30, 2017  
Second Reading: March 8, 2017  
Adopted: March 8, 2017

**Legal References:** N.J.S.A. 18A:25-7 Appearance before the board  
N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.  
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:** \*4119.22/4219.22 Conduct and Dress  
4151 Attendance patterns

\*Indicates policy is included in the Critical Policy Reference Manual.