

Policy

DISCIPLINE

The Mount Laurel Township School District 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 administrative rules and regulations governing staff conduct. Violations of law and/or the district policies and regulations will be subject to discipline. Disciplinary action taken by the district shall not conflict with the terms of the negotiated agreement.

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, assessing wages, and dismissal.

When disciplinary action is considered, notice of due process will be given to the teaching staff member that includes:

- A. Documentation of the specific acts and omissions upon which the disciplinary action is based;
- B. A date when the member may be heard and the administrator who will hear the matter; and
- C. The penalty that may be imposed.

Adopted: April 30, 1997
Revised: May 24, 2005
NJSBA Review/Update: June 2013
Readopted: January 28, 2014

Key Words

Employee Conduct, Discipline, Penalty

Legal References: N.J.S.A. 18A:6-10 Dismissal and reduction in compensation of persons under tenure in public school system
N.J.S.A. 18A:11-1 General mandatory powers and duties
N.J.S.A. 18A:27-4 Power of boards of education to make rules governing employment of teacher, etc.,
N.J.S.A. 18A:54-20 Powers of board (county vocational schools)

Possible

Cross References: 4119.2 Responsibilities
*4119.22/4219.11 Conduct and dress
*4119.21/4219.21 Conflict of interest
*4119.23/4219.23 Employee substance abuse
4119.24 Staff/pupil relations
*4138/4238 Nonschool employment
*4138.2 Private tutoring
*5131.1 Harassment, intimidation and bullying
*6144 Controversial issues

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

