



<p><del>3. Guidelines</del> <u>SC 510</u></p> <p>SC 1127 2 Pa. C.S.A. Sec. 551 et seq</p> <p><u>3. Guidelines</u></p>	<p>All professional employees shall comply with <u>state and federal laws and regulations</u>, school district policies, <u>administrative regulations</u>, rules and <u>regulationsprocedures</u>; attempt to maintain order; perform assigned job functions; and carry out directives issued by supervisors.</p> <p>In the event it is necessary to demote or dismiss a professional employee, a hearing shall be provided as required by statute.</p> <p>When engaged in assigned duties, no employee shall participate in activities that include but are not limited to the following:</p> <ol style="list-style-type: none"> <li>1. Physical or verbal abuse, or threat of harm to anyone. Verbal abuse shall include, but not be limited to, language which is demeaning or threatening to any particular group, class or individual.</li> <li>2. Willfully or intentionally causing damage to school district property, facilities and equipment.</li> <li>3. Forceful or unauthorized entry to or occupation of school district facilities, buildings and grounds.</li> <li>4. Use, possession, distribution, or sale of alcohol, drugs or other illegal substances.</li> <li><u>5.</u> Use of profane or abusive language, symbols or conduct.</li> <li><u>5-6.</u> <u>Breach of confidential information.</u></li> <li><u>6-7.</u> Failure to comply with directives of school district officials, security officers, or law enforcement officers.</li> <li><u>7-8.</u> Carrying onto or possessing a weapon on school grounds without authorization from the appropriate school administrator.</li> <li><u>8-9.</u> Violation of school district policies, rules and regulations.</li> <li><u>9-10.</u> Violations of federal, state, or applicable municipal law or regulation.</li> <li><u>10-11.</u> Conduct that may obstruct, disrupt, or interfere with teaching, research, service, administrative, or disciplinary functions of the school district, or any activity sponsored or approved by the Board.</li> </ol>
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<p>4. Delegation of Responsibility SC 1122</p> <p><u>SC 111</u> <u>24 P.S.</u> <u>Sec. 2070.9a</u></p> <p><u>23 Pa. C.S.A.</u> <u>Sec. 6344.3</u></p> <p><u>SC 111</u></p> <p>School Code 510, 1122, 1126, 1127, 1151</p> <p>PA Statute 2 Pa. C.S.A. Sec. 551 et seq</p>	<p>The Superintendent shall prepare and promulgate disciplinary rules for violations of district policies, rules and procedures that provide progressive penalties, including but not limited to verbal warning, written warning, reprimand, suspension, dismissal, or civil and criminal sanctions.</p> <p><u>Arrest Or Conviction Reporting Requirements</u></p> <p><u>Employees shall use the designated form to report to the Superintendent or designee, within seventy-two (72) hours of the occurrence, an arrest or conviction required to be reported by law.</u></p> <p><u>Employees shall also report to the Superintendent or designee, in writing, within seventy-two (72) hours of notification, that the employee has been listed as a perpetrator in the Statewide database, in accordance with the Child Protective Services Law.</u></p> <p><u>An employee shall be required to submit a current criminal history background check report if the Superintendent or designee has a reasonable belief that the employee was arrested or has been convicted of an offense required to be reported by law, and the employee has not notified the Superintendent or designee. Failure to accurately report such arrests and convictions may subject the employee to disciplinary action up to and including termination and criminal prosecution.</u></p> <p><u>References:</u></p> <p><u>School Code – 24 P.S. Sec. 111, 510, 514, 1121, 1122, 1126, 1127, 1128, 1129, 1130, 1151</u></p> <p><u>State Board of Education Regulations, Code of Professional Practice and Conduct for Education – 22 PA Code Sec. 235.1 et seq.</u></p> <p><u>Local Agency Law – 2 Pa. C.S.A. Sec. 551 et seq.</u></p> <p><u>Educator Discipline Act – 24 P.S. Sec. 2070.1a et seq.</u></p> <p><u>Child Protective Services Law – 23 Pa. C.S.A. Sec. 6301 et seq.</u></p> <p><u>Board Policy – 000, 451</u></p>
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