

*Separation and Other Discipline for Cause*

Definitions

“Professional employee” means an employee covered by the collective bargaining agreement with the Tredyffrin/Easttown Education Association or who is considered a professional employee under the Pennsylvania School Code.

Termination and Discipline Procedures

Professional employees may be terminated and disciplined in accordance with federal and state law, or as set forth in the accompanying Administrative Regulation or any other applicable Board Policy and/or Administrative Regulation.

District employees who are not considered professional employees may be terminated or disciplined at any time in accordance with federal and state law, or as set forth in the accompanying Administrative Regulation or any other applicable Board Policy and/or Administrative Regulation.

Per diem substitute teachers who are retired District teachers may request an in-person meeting, prior to being removed from the list of approved substitutes, to be given an opportunity to present reasons why they should not be removed from this list.

Nothing in this Policy shall be construed to supersede the provisions of any individual employment contract or collective bargaining agreement. To the extent that the provisions of this Policy and the accompanying Administrative Regulation are in conflict with the provisions contained in an individual employment contract or collective bargaining agreement, the terms of the individual employment contract or collective bargaining agreement shall control.

Cross reference:

Policy and Administrative Regulation 4031 (Voluntary Separation from District – Resignations from Employment)

Policy and Administrative Regulation 4450 (Performance Improvement Plans for Professional Employees)