

Separation or Discipline for Cause

Definitions

“Gambling” means the activity of playing games of chance for money, or of betting on the outcome of future events such as the results of races or games.

“Improper Moral Behavior” means a course of conduct which offends the morals of the community and is a bad example to the youth whose ideals a District employee has a duty to foster and elevate.

“Improper association with students” means conduct in violation of District policies and regulations governing Adult-Student boundaries.

Professional Employees Only

Subject to the terms of the collective bargaining agreement with the Tredyffrin/Easttown Education Association, professional employees may be disciplined, up to and including termination, in accordance with the Public School Code for any of the following reasons: immorality; incompetence; unsatisfactory teaching performance based on two (2) consecutive ratings of the employee's teaching performance that are to include classroom observations, not less than four (4) months apart, in which the employee's teaching performance is rated as unsatisfactory; intemperance; cruelty; persistent negligence in the performance of duties; willful neglect of duties; physical or mental disability as documented by competent medical evidence, which after reasonable accommodation of such disability as required by law substantially interferes with the employee's ability to perform the essential functions of their employment; advocacy of or participating in un-American or subversive doctrines; conviction of a felony or acceptance of a guilty plea or nolo contendere therefore; persistent and willful violation of or failure to comply with school laws of this Commonwealth, including official directives and established policy of the board of directors; on the part of the professional employee. Professional employees may also be disciplined or, if the misconduct is severe or pervasive, terminated at any time for those causes set forth below under Non-Instructional Staff.

Non-Instructional Staff

Non-instructional staff members may be disciplined, up to and including termination, at any time for those causes set forth in federal and state law or for the reasons set forth below.

1. Theft;
2. Falsifying personnel or District records;
3. Negligence in taking safety precautions where necessary;

4. Tardiness without reasonable excuses;
5. Absences without reasonable excuses;
6. Reporting to work under the influence of alcohol or illegal drugs;
7. Engaging in gambling with students;
8. Engaging in gambling with non-students during work hours or through use of District network resources unless expressly authorized by the applicable building principal or other supervisor, sale or use of harmful drugs or intoxicating alcohol on the premises;
9. Fighting;
10. Use of abusive language or anti-racial or discriminatory remarks;
11. Insubordination;
12. Improper moral behavior;
13. Sexual harassment;
14. Improper association with students;
15. Sleeping on the job;
16. Leaving premises without permission during working hours;
17. Unauthorized use of District property;
18. Violations of Board Policy or any applicable Administrative Regulation where such a violation carries with it the potential for termination; and
19. Persistent and willful violation of the standards and practices established for the position.

Other Disciplinable Offenses Applicable to all Employees

All employees may also be disciplined or, if the misconduct is severe or pervasive, terminated at any time for those causes set forth below and held responsible for any financial damages sustained by the District as a result of the misconduct:

1. violation of Board Policy or Administrative Regulations

2. using any District property¹ for the employee's own personal use. "Personal use" means use for any reason other than one that is related to the employee's professional role and responsibilities to the District. District property includes but is not limited to supplies, equipment, vehicles, computers and other electronics (see Policy and Administrative Regulation 8080 Acceptable Use of Technology for further details) and fixtures.

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)

[Policy and Administrative Regulation 5461 \(Maintaining Appropriate Boundaries with Students\)](#)

¹ This does not apply to real property and facilities owned by the District, as use of such property is governed by Policy and Administrative Regulation 7040 - Use of District Facilities.