

## **NOTICE OF PROPOSED POLICY DEVELOPMENT**

The School Board of Palm Beach County

**POLICY TITLE:** Employee Disciplinary Standards. **POLICY NUMBER:** 3.242.  
**SUBJECT AREA TO BE ADDRESSED:** The range of discipline to be imposed for various forms of employee misconduct as defined, without limitation, in this Policy (as well as in other Board Policies, administrative directives and bulletins, local school and area rules, state statutes, applicable ethics codes, State Board of Education Rules, or federal statutes and regulations). **PURPOSE AND EFFECT:** This Policy will set forth two categories of employee misconduct and a penalty range for offenses within each category. In Category A, the penalty is dismissal. In Category B, the penalties may include reprimand, suspension, or dismissal, depending on the severity of the offense and the attendant circumstances. Standards are set forth for taking circumstances into consideration. Progressive discipline should be used except in cases where immediate steps must be taken ensure safety, or in cases of egregious breaches of trust. Progressive discipline may include measures other than the foregoing penalty range, such as informal discussion, oral or written warning, suspension without pay, demotion, or change in contract status. If this Policy conflicts with a collective bargaining agreement, the provisions of the collective bargaining agreement will prevail. **SPECIFIC POLICYMAKING AUTHORITY:** Fla. Stat. §§ 230.22(1),(2); 230.23(22); 230.23005(11); 231.001; 231.36. **LAWS IMPLEMENTED:** Fla. Stat. §§ 230.23(5)(f); 231.36(4), (6). The following persons may be contacted regarding the proposed rule development: Alan Aronson, Senior Associate Counsel, 3318 Forest Hill Blvd., Ste. C-302, West Palm Beach, FL 33406-5813; or Marcia Andrews, Chief Personnel Officer, 3362 Forest Hill Blvd., Ste. A-128, West Palm Beach, FL 33406-5870. A copy of the preliminary draft of the Policy may promptly be obtained without cost from: Office of Public Affairs, 3336 Forest Hill Blvd., Ste. B-102, West Palm Beach, FL 33406, or the District's web site at [www.palmbeach.k12.fl.us/LLP/revisions.asp](http://www.palmbeach.k12.fl.us/LLP/revisions.asp). This policy development will begin at the special meeting of the Palm Beach County School Board on April 22, 2002, at 3:00 p.m. in the Board Chambers at 3300 Forest Hill Boulevard, West Palm Beach, Fla. The meeting is open to the public. It is also requested that principals print out this Notice, post it on the school bulletin board, and provide copies to the school PTA President (if any) and SAC Chair.