

## Board of Education High Point Regional

SUPPORT STAFF MEMBERS

### STAFF INFRACTIONS

It shall be the policy of the Board to apply the statutes of the state, the policies of this Board and the regulations of the administration with equal consideration to each staff member.

The Superintendent shall prepare disciplinary rules for situations most often encountered which provide for progressive penalties including - where appropriate - verbal warnings, written warnings, nonrenewal of non-tenured employees, withholding of an increment from tenured employees, dismissal of nontenured employees and preferral of charges for tenured employees. Such rules shall insure non-discriminatory application, differentiate between a second offense of the initial type and a "second offense" unlike that for which the employee was initially reprimanded, and insure procedural due process.

Disciplinary rules shall be reviewed and approved by the Board and shall include the proviso that the Board reserves the right to deduct pay for required service not performed including time lost through the tardiness in accordance with its policies.

Date Adopted: 1/19/76  
Date Revised: 3/18/91