HUMAN RESOURCES

Disciplinary Action

Employees may be disciplined for violations of School Board policies, regulations, school or department rules, applicable school laws, or Virginia Board of Education regulations, and for misconduct, incompetency, or other just cause. Disciplinary actions may include, but are not limited to, verbal and written reprimands or warning, suspensions, and dismissal.

Employee evaluations, placement on professional improvement plans, and referral of an employee to an employee assistance program, training or other resource or support program is not considered disciplinary action.

Employees shall be suspended and dismissed in accordance with the “Code of Virginia.”

Regulations governing the procedures for taking disciplinary action shall be developed by the Division Superintendent, in accordance with applicable state and federal laws.

The Associate Superintendent for Human Resources is responsible for implementing and monitoring this policy.

This policy and any related regulations shall be reviewed at least every five years and revised as needed.

Legal References: Articles 2, 3, and 4 of Chapt. 15 of Title 22.1 of the “Code of Virginia.”

Adopted: March 17, 1993
Revised: July 25, 2018

PRINCE WILLIAM COUNTY SCHOOL BOARD