



# Northeastern Catholic District School Board

## PROGRESSIVE DISCIPLINE OF EMPLOYEES

Policy Number: P-8

Authority: 18-35/21-25/24-20

### POLICY STATEMENT

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The Northeastern Catholic District School Board (NCDSB) is committed to providing the best possible Catholic education for all students within our system. The NCDSB expects that all employees will act in a manner which exemplifies Gospel values and our faith beliefs, project a professional behaviour that is consistent with individuals serving as role models for our students, and will perform their assigned responsibilities in a competent manner. Though the NCDSB believes that its employees are committed to acting professionally, with integrity, and in the best interests of the students we serve there may be instances where these expectations are not met, requiring that an employee be subject to fair, consistent and progressive discipline.

### REFERENCES

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*Education Act*

Regulation 437/97: Professional Misconduct

*Ontario College of Teachers Act, 1996*

*Early Childhood Educators Act, 2007*

NCDSB Administrative Procedure

APP008 Progressive Discipline of Employees

### DEFINITIONS

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#### **Progressive Discipline**

A series of increasingly serious steps, ranging from a recorded verbal warning to termination of

