

Join your colleagues for

# Making the OH Professional Licensure Code of Ethics Work in your District!



Ohio's Superintendent Association

Learn to Lead Your Employees to Success During this Leadership Staff Development Event for Principals, Supervisors, HR Directors, and Superintendents.



UP SLOPE  
Demonstrated Strategies for School Success

## Module #2: Grounds for Employee Discipline

**REGISTRATION FEE:**  
\$159.00 BASA Member  
\$209.00 Non-Member

**REGISTRATION DEADLINE:**  
January 19, 2024

Registration fee includes materials, continental breakfast, lunch, breaks, and parking.

**For Principals and Supervisors:** This workshop explores how an employee code of conduct inspires school leaders to justify their reasons for modifying employee behavior.

**For HR Directors:** This workshop details (1) the framework for the code, (2) the procedures that need to be in the code for supervisors to properly handle conduct and/or productivity concerns, and (3) how to implement the code.

**For Superintendents:** This workshop blueprints the design of searchable code-related administrative guidelines using federal law, state statutes, board policies, and master agreements.

## Three Dates & Locations to Choose From:

**Wednesday, January 24, 2024**  
Montgomery County ESC  
200 South Keowee Street  
Dayton, OH 45401

**Thursday, January 25, 2024**  
ESC of Northeast Ohio  
6393 Oak Tree Blvd.  
Independence, OH 44131

**Friday, January 26, 2024**  
BASA  
8050 N. High Street, Suite 150  
Columbus, OH 43235

## Schedule

8:30 am - 12:00 pm

- Introduction to Workshop
- Considerations for Grounds in General
- Distinguishing Between Conduct and Performance Concerns
- Board Policy Violations Overview
- Policy Violations Example #1: Acts of Dishonesty
- Policy Violations Example #2: Acts of Non Compliance
- Policy Violations Example #3: Attendance, Leave, or Contract Day Violations

12:00 pm - 1:00 pm

- Policy Violations Example #4: Acts of Inappropriate Conduct
- Working Lunch
- Law Violations Overview

1:00 pm - 3:30 pm

- Law Violations Example #1: Common Criminal Offenses
- Law Violations Example #2: Common Civil Offenses
- Developing Defensible Code Violations
- Bargaining Unit Issues in the Disciplinary Process
- Session Experience Survey

*"I had such a positive experience with UpSlope in my former district that one of my very first decisions as a superintendent was to bring this training to my new district. I can truly say that as a district, we are in a better place today by adding this program for our leadership team."*

J. Holbrook, Superintendent  
Sycamore, OH



Ohio's Superintendent Association

# Employee Discipline Module 2 "Grounds for Employee Discipline"



**UPSLOPE**  
*Demonstrated Strategies for School Success*

Complete registration form and enclose a check or purchase order and mail to:

BASA  
8050 North High Street, Suite 150  
Columbus, OH 43235

Register Online at <https://basa.finalforms-amp.com/members>

**REGISTRATION DEADLINE: January 19, 2024**

<b>Full Name:</b>	<b>Title:</b>
<b>Organization/School District:</b>	
<b>Address:</b> (Street/City/State/Zip)	
<b>Phone #:</b> _____-_____-_____	<b>Fax #:</b> _____-_____-_____
<b>Email:</b>	

Date/Location (choose one)	
	Wednesday, January 24, 2024: Montgomery County ESC
	Thursday, January 25, 2024: ESC of Northeast Ohio
	Friday, January 26, 2024: BASA

Workshop Fees	
	\$159.00 BASA Member (single day)
	\$209.00 Non-Member (single day)

Workshop Payment Type	
	Check Enclosed (payable to BASA)
	Purchase Order Number (if applicable): _____
	Invoice Me

### Cancellations & Refunds:

Refunds or credit will be given only for cancellations made in writing & received by the BASA office up to five business days prior to the event date. Cancellations 5 business days or less prior to the event are subject to a 50% cancellation fee. No refunds will be given for "no-shows."

### Additional Information:

Participants will receive a certificate of completion and should discuss the outcomes of their experience with their Local Professional Development Committee (LPDC). Graduate credit is available for the Employee Discipline in an Education Environment program; for details, email [gcu@upslopes.com](mailto:gcu@upslopes.com) prior to the workshop.

### Questions?

For additional information, contact BASA via email at [goodwin@basa-ohio.org](mailto:goodwin@basa-ohio.org) or by phone at 614-846-4080.