

TENTATIVE AGREEMENT

**3.2 Just Cause**

- a. No regular education support employee, who has completed his/her probationary period, shall be disciplined, or terminated without just cause.
- b. Any employee charged with the use, possession, distribution, or transportation of unlawful drugs, controlled substances, or hallucinogens shall be suspended from employment pending an investigation by the police or school authorities. Until the conclusion of the District's investigation, the suspension shall be with pay.

Any employee charged with a criminal offense of this type shall notify the District no later than the close of the next business day. Failure to inform the District of pending criminal charges involving unlawful use, possession, distribution, or transportation of unlawful drugs may result in the employee's termination.

Any employee convicted for the use, possession, distribution, and/or transportation of unlawful drugs, controlled substances, or hallucinogens shall be terminated.



Ivory McDaniel-Ilgenfritz. Date  
District Chief Spokesperson

2.22.22

Mary Ward 2.22-22  
Mary Ward. Date  
ESSA Spokesperson