

# TENTATIVE AGREEMENT

## 501 EQUITABLE TREATMENT

### I. Documented Complaints

The teacher will be notified when an investigation is initiated. The written notice will include the reason for the investigation. The confidentiality of the teacher throughout the investigation will be protected. Any documented complaint not shown to a teacher within ten (10) work days after its receipt or composition by the supervisor, exclusive of any absences by the teacher or supervisor, shall not be allowed as evidence in any grievance or in any disciplinary action against the teacher. Under exceptional circumstances when disclosure to the teacher would jeopardize the integrity of the criminal investigation, this ten (10) work day provision will not apply.

### II. Suspension

Suspension with pay shall not constitute a disciplinary action and shall not waive any rights or protections of the Agreement. Suspension shall be for serious and immediate safety concerns to protect staff and students from harm or to ensure the integrity of the investigation.

Within ten (10) work days of a teacher's suspension, the District will meet with the teacher to inform him or her of the issue(s) under investigation unless it is a criminal investigation.

### III. Investigatory Meetings

When an administrator has an investigatory meeting with a teacher that could result in subsequent discipline for the teacher, the teacher will have a representative present.

The investigatory meeting is an opportunity for the teacher and supervisor to discuss the concerns outlined in the written notice of the meeting. The teacher will have an opportunity to respond to the complaint and submit any documentation related to the investigation. If necessary, the teacher will be afforded reasonable time to provide any documentation necessary after the investigatory meeting and before conclusion of the investigation. The representative for investigatory meetings may confer with the teacher before and after the interview, may clarify the questions or statements of the employer for the teacher's benefit during the interview, and may ask additional questions pertinent to the investigation. The representative may not interfere with the dialogue during the meeting between the supervisor and teacher.


No discipline may be imposed during an investigatory meeting.

### IV. Discipline

Without limiting the District's right to impose an appropriate level of discipline, including discharge, when the seriousness of the offense warrants, the District recognizes the principles of progressive discipline.

Discipline results in a written document placed in the teacher's personnel file. (Documentation confirming an oral conversation does not constitute discipline.) The teacher shall have the opportunity to read and sign any disciplinary document prior to its placement in the personnel file. The teacher may request to attach a response to the discipline.

  
Ivory McDaniel-Ilgenfritz. Date  
District Chief Spokesperson

  
Coby Haas Date  
FEA Spokesperson

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"Progressive discipline" normally means at:

- Level 1 – a written letter of warning
- Level 2 – a written letter of reprimand
- Level 3 – a written letter of reprimand indicating loss of pay
- Level 4 – a written letter indicating a recommendation for termination

Discipline is issued at a formal meeting scheduled by the supervisor. The teacher must be apprised of his/her right to request the presence of an Association representative. Whenever possible, the meeting will be scheduled at a mutually acceptable time after the student contact day. When a request for representation in the above circumstances is made, no action shall be taken for one work day with respect to the teacher without the presence of an Association representative. The meeting will be held within two (2) work days of the notice to the teacher that a meeting is required.

Teachers shall not be disciplined in the presence of staff, parents, or students.



Ivory McDaniel-Ilgenfritz. Date  
District Chief Spokesperson

7-21-22



Coby Haas  
FEA Spokesperson

2/21/22

Date