

TENTATIVE AGREEMENT

4900 Employee Discipline:

1. Without limiting the District's right to impose an appropriate level of discipline, including dismissal, when the seriousness of the offense warrants, the District recognizes the principles of progressive discipline. Dismissal or non-retention of a principal shall be in compliance with applicable statutes. No principal will be formally disciplined without just cause.
2. A principal may request the presence of an FPA representative when he/she is being formally disciplined for any infraction of rules or delinquency in professional performance. Principals shall not be disciplined in the presence of staff, parents, students, or the public.

Any written complaint not shared with a principal within ten (10) work days after it is received by a supervisor, exclusive of any absences by the principal or supervisor, shall not be allowed as evidence in any disciplinary action against the principal.

Some written complaints cannot be shared with a principal because of the legal ramifications of the complaint. The District will work toward a timely conclusion of this type of complaint.

3. All disciplinary documents will be placed in the employee's personnel file. The employee shall have the opportunity to read and sign the document prior to its placement in the personnel file.
4. "Progressive discipline" normally means:
 - Level 1 – a written letter of warning
 - Level 2 – a written letter of reprimand
 - Level 3 – a written letter indicating loss of pay
 - Level 4 – a written letter indicating termination

 2.25.22
Ivory McDaniel-Ilgenfritz. Date
District Chief Spokesperson

GG 2/25/22
Grant Guy Date
FPA Spokesperson