

Article 24 - Discipline

- 24.1 Except for the provisions of Education Code Sections 44939, 44940, and 44942, no unit member shall be placed on up to 15 days of unpaid suspension without just cause and according to the principles of progressive discipline.
- 24.2 The District shall notify the Association concurrently with notification to the unit member if any disciplinary action is taken or contemplated, in writing. The notice shall contain a specific statement of the act(s) or infraction(s) upon which the disciplinary action is based, the proposed disciplinary action to be taken by the District and, where applicable, a statement of the rules, regulations, or statutes which the unit member is alleged to have violated. All information or proceedings regarding any such actual or proposed disciplinary action shall be kept confidential by all parties.
- 24.3 Any proposed or actual suspension of a bargaining unit member shall be preceded by written notice of the right to appeal said action by filing a grievance as provided for in Article 12 (Grievance Procedure) of this Agreement.
- 24.4 This Article shall be interpreted in accordance with accepted arbitral standards and applicable State and Federal laws.
- 24.5 Any disputes arising out of this Article may be submitted to final and binding arbitration as provided for in Article 12, and all proposed actions against the unit member shall be stayed until the arbitrator's decision is rendered, except in cases of severe violation or in instances when the possible consequences of potential repetition requires immediate action, in which event the unit member shall be suspended with pay pending the outcome of the arbitration.
- 24.6 This Article shall not reduce the rights of permanent unit members contained in Education Code Sections 44932 and 44944.