

District counter proposal 4/17/2025  
KPESA proposal 4/17/25

Provided by J.G.  
on 4/17/2025  
(emailed by CT)

#### ARTICLE 11 DISCIPLINE AND DISCHARGE

The Association agrees that the District has the right to discipline an employee, for just cause.

A. An employee is entitled to Association Representation at any meeting that may lead to disciplinary action. The District will schedule the meeting at a time that allows Association presence without unnecessary delays.

B. In cases where the District determines to discharge, suspend or demote an employee, said employee shall have the charges presented in writing and tendered, at the request of the employee, in the presence of an Association member Representative. The employee shall be given two (2) weeks' notice or two (2) weeks' pay prior to involuntary discharge. In cases of an employee being under the influence of drugs and/or alcohol at work drunkenness, dishonesty, insubordination, abandonment of duties, or unexcused absence of more than three (3) consecutive days, the employee shall be subject to immediate suspension and/or discharge without two (2) weeks' notice or two (2) weeks' pay.

C. Documented chronic use of sick leave in excess of sick leave accrual and/or patterned use of sick leave may be subject to discipline and discharge.

D. Where any disciplinary action involving an educational support employee(s) is undertaken, it will be handled in a confidential manner.

E. Any educational support employee disciplined, discharged, suspended or demoted shall have full access to the rights as provided in Grievance Procedures. In cases of termination, the appeal process will begin at Level II.

F. Any educational support employee found by the Board, or the Administration, to have been suspended or discharged unjustly shall be reinstated with full compensation for all lost time and full restoration of all other rights and conditions of employment.

G. The District agrees to follow a policy of progressive discipline, provided, however, disciplinary action taken against an employee shall be appropriate to the behavior which precipitates said action.

H. Any complaint <sup>known by the Administration, and</sup> not called to the attention of the employee within thirty (30) days, may not be used as the basis for any disciplinary action against the employee.

JK 4/17/2025

W 4/17/2025