

ARTICLE XII. TERMINATION OF EMPLOYMENT

SECTION A. Discharge for Good and Just Causes

1. The Employer may discipline, suspend or discharge any employee for just cause and shall comply with the principles of progressive discipline. The principles of “just cause” are explained in Appendix B. Employees are also entitled to Weingarten and Loudermill rights as explained in Appendices C and D, respectively.
2. Warning notices or letters of reprimand shall remain effective for a period of twenty-four (24) months, after which time such notices shall be removed from the personnel file, unless the document relates to one of the causes listed in paragraph 3, subsection a through d below. A copy of such notices shall be forwarded to the Union President. No letter of discipline/reprimand shall be put into an employee’s file without the knowledge of the employee, as verified by an employee signature. An employee may draft a reply to the charges, a copy of which shall be attached to the notice in the personnel file.
3. No prior warning notices shall be necessary if the cause for the recommended discharge or suspension is:
 - a. confirmed theft of school property;
 - b. confirmed use of alcohol, illegal drugs, or controlled substances (as required by state or federal law) affecting the performance of duties;
 - c. confirmed immoral conduct which would generally be considered detrimental to moral or physical well-being of students;
 - d. confirmed abuse of a student, employee or citizen;
 - e. such other matters as would be approved by an arbitrator.