

REDLANDS UNIFIED SCHOOL DISTRICT

2024-2025 INITIAL PROPOSAL

OF THE

BOARD OF EDUCATION

TO THE

REDLANDS TEACHERS ASSOCIATION/CTA/NEA

June 2024

Bold print indicates additions or modifications, strike through indicates deletions.

ARTICLE 11 – FAIR EMPLOYMENT PRACTICES

11.5 Discipline

Teachers may be suspended, disciplined, or reduced in rank or compensation for just cause only.

11.5.1 Intermediate Discipline

The District and the Association recognize that there may be incidents or situations involving an employee in which it is appropriate and necessary for the District to implement some form of discipline, including suspension. The District and the Association support the initial use of means short of disciplinary suspension to correct or respond to an employee's conduct. The following procedure is intended to establish a fair process which recognizes the right of the District to appropriately discipline employees while also recognizing the right of employees to be subject to discipline only upon a showing of just cause.

11.5.2 Progressive discipline may include but need not be limited to verbal warnings, written warnings, and letters of reprimand. A unit member receiving a written warning, or a letter of reprimand shall have the opportunity to respond in writing within ten (10) working days from the receipt of the written warning or letter of reprimand. The unit member's written response, if any, shall be attached to the District's written warning or letter of reprimand and become a permanent part of the warning or letter of reprimand.

11.5.3 The use of the provisions in the article are not intended to be used in lieu of the evaluation procedures set forth in Article 13 – Evaluation.

11.5.4 Nothing in the Article shall limit the District's right to institute statutory dismissal proceedings and/or institute an immediate suspension or mandatory leave of absence in accordance with Education Code Sections 44939, 44940, 44942, or any other applicable Education Code provision.

11.5.5 This Article shall not confer any rights upon temporary teachers or probationary teachers released or non-reelected pursuant to applicable provisions of the Education Code.

- 11.5.6** A unit member may be suspended, without pay, for up to five (5) days for just cause. The principles of progressive discipline shall be applicable unless the circumstances, as determined by the District, make prior warnings unnecessary. When a unit member is to be suspended without pay, the District shall adhere to the following procedure:
- 11.5.6.1** The District shall notify the unit member in writing of any proposed suspension without pay.
 - 11.5.6.2** The notice shall contain a specific statement of act(s), infraction(s), or omission(s) upon which the disciplinary action is based, the proposed length of the unpaid suspension, and a statement of any rules, regulations, or statutes the unit member is alleged to have violated.
 - 11.5.6.3** The unit member shall have five (5) working days from receipt of the notice to request a meeting with a Human Resources Administrator. If the unit member does not request such a meeting, the District may schedule and impose the suspension without pay and shall provide written notice to the unit member of the imposition of unpaid suspension. If a unit member fails to request a meeting with a Human Resources Administrator, the unit member waives the right to challenge his/her unpaid suspension through the grievance procedure.
 - 11.5.6.4** If requested, the unit member has the right to be represented by the Association at the meeting with the Human Resources Administrator. At the meeting, the unit member shall be given the opportunity to present a response to the notice and allegations contained therein.
 - 11.5.6.5** The Superintendent/designee shall inform the unit member within five (5) working days from the date of the meeting with a Human Resources Administrator as to whether or not the unit member is to be suspended without pay.
 - 11.5.6.7** For a suspension of three to five (3-5) days, the unit member who requested a meeting with a Human Resources Administrator pursuant to Article 11.5.6.3 shall be given the opportunity to appeal the suspension. The unit member may appeal the suspension by requesting a meeting with the Superintendent/designee within five (5) working days from the date of the meeting with a Human Resources Administrator. For a suspension of one to two (1-2) days, the decision of the Superintendent/designee shall be final and binding.
 - 11.5.6.8** A unit member who is suspended without pay may appeal the decision of a Human Resources Administrator by filing a grievance pursuant to Article 19 – Grievance Procedure within five (5) working days after receipt of the decision by a Human Resources Administrator.
- 11.5.7** The provisions of this Article shall in no way interfere with the right of the District to remove a unit member from the work location to which he/she is assigned, to reassign a unit member and/or place the unit member on paid leave.