

ARTICLE 19

JUST CAUSE

- 19.1 No bargaining unit member shall be warned, reprimanded, disciplined, reduced in rank or suspended, with or without pay, without just cause and the utilization by the District of progressive correction and discipline.
- 19.2 All information or proceedings regarding any actual or proposed actions pursuant to this Article

19.4.7.1 Documents generated from Appraisal of Standards and Consequences shall be placed in the principal's site file and are not to be placed in the bargaining unit member's District personnel file.

19.4.7.2 Documents generated from a Verbal Warning shall be placed in the principal's site file and are not to be placed in the bargaining unit member's District personnel file.

19.4.7.3 Documents generated from a Written Warning may, at the Administrator's sole discretion, be placed in the bargaining unit member's District personnel file.

19.4.7.4 Documents generated from a Written Reprimand shall be placed in the bargaining unit member's District personnel file.

19.5 Nothing in this Article shall be construed to limit or in any way impair the rights of a bargaining unit member or the District under the Education Code including Section 44944 governing suspension and dismissals. No bargaining unit member shall be suspended more than five (5) working days during a single school year. No suspension shall occur prior to application of the progressive discipline and correction procedure set forth in paragraph 19.3 above, except as provided in paragraph 19.6 herein. No s