

TENTATIVE AGREEMENT

ARTICLE 12

DISCIPLINE

12.1 Probationary Employees

Dismissal of probationary employees is at the discretion of the District and such action shall not be subject to the provisions of this article or Article 13 (Grievance Procedure).

12.2 Permanent Employees

Discipline shall be imposed on permanent bargaining unit employees only for just cause. Disciplinary action includes, but is not limited to dismissal, demotion, suspension or a reduction in hours or pay.

12.3 Causes for Discipline

Bargaining unit members may be subject to disciplinary action for any one or more, but not limited to, the following reasons:

12.3.1 Incompetence, inefficiency, insubordination, inattention to or dereliction of duty.

12.3.2 Being under the influence of alcohol or unlawful controlled substances while on duty or using or processing alcohol or controlled substances while on duty.

12.3.3 Furnishing alcohol or a controlled substance to a minor.

12.3.4 Discourteous treatment of the public or fellow employees, or any other willful failure of good conduct tending to injure the public service.

12.3.5 Willful and persistent violation of the provisions of the Education Code or of rules, regulations, policies or procedures adopted by the Board of Trustees.

12.3.6 Dishonesty

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12.3.7 Political activities engaged in by an employee during the employees' assigned hours of employment.

12.3.8 Conviction of a serious crime by a court of law, a record of one or more convictions which indicate that the person is a poor employment risk, failure to disclose material facts regarding criminal records, and other false or misleading information on application forms or examinations and employment records concerning material matters.

12.3.9 Frequent unexcused absences or tardiness.

12.3.10 Falsification of leave reports and/or time cards.

12.3.11 Failure to report for review of criminal records or for health examinations after due notice.

12.3.12 Advocating the overthrow of the Government of the United States or the State of California by force, violence, or other unlawful means.

12.3.13 During initial probationary period, the discovery or development of any physical, emotional, and/or mental condition which would have precluded employment.

12.3.14 Abandonment of position.

12.3.15 Material and intentional misinterpretation or concealment of any fact in connection with obtaining employment with The District.

12.3.16 Misappropriation of District funds or property.

12.3.17 Willful damage to District property, waster of District Supplies or equipment, or excessive carelessness with District property or funds.

Handwritten signature and date: 6/14/17

