

## ARTICLE 5: JUST CAUSE

- A. No ~~employee in the~~ bargaining unit **member** shall be disciplined, **dismissed**, reprimanded, or reduced in rank or basic salary without just cause. All information forming the basis for disciplinary action will be made available to the employee and the Association at the ~~employee's~~ **bargaining unit member's** request. Any violation of this provision may be used as a basis for a grievance.
- B. Section A above does not ~~apply to the dismissal or non-renewal of employees covered by the Fair Dismissal Law nor does it apply to~~ assignment to or retention of Extended Responsibility assignments.
- C. **Bargaining unit members** ~~Employees not covered by the Fair Dismissal Law~~ who have been employed by the District for a period of not less than three (3) successive years and who have been reelected by the District after the completion of such three (3) year period for the next school year shall not be dismissed or non-renewed without just cause.