Tentative Agreement between Local #710 and the District

2025-27 Master Agreement

Article 4: School Board Rights

Section 3. Progressive Discipline: The purpose of this section is to set forth the procedures and conditions under which teachers may be disciplined. All disciplinary actions shall be for just cause and, except in the case of oral reprimand, subject to the grievance procedure.

A. Teacher discipline shall be administered by appropriate District administrative personnel. Discipline beyond step two shall be administered solely by the Superintendent.

B. Discipline, except in the case of termination, shall have correction and improvement as its goal.

C. If the charges against the teacher are severe to the degree they necessitate a suspension of the teacher, such suspension shall be with pay during the investigation phase but could result in suspension without pay if the allegations are found to be true. The School District may suspend a teacher with pay during an investigation into a matter which may result in discipline. Suspension with pay is not considered disciplinary action and shall only occur while an investigation is pending and while the School District is considering the investigation results and appropriate action to be taken, if any.

D. Discipline shall be generally applied progressively and shall be consistent with the accepted principles of progressive discipline. Such action shall use the following steps:

1. Oral reprimand (no record of which will be placed in the personnel file)
2. Written reprimand
3. Suspension without pay (not more than five days)
4. Letter of deficiency
5. Termination (consistent with M.S. 122A.40)

If an infraction is of such a degree of severity to warrant it, disciplinary action may start at any of the above steps. Infractions include but are not limited to a violation of District policy

including but not limited to the use of offensive language or conduct based on protected characteristics as defined by policy, state, or federal law such as race, color, creed, religion, national origin, sex, gender identity, marital status, disability, status with regard to public assistance, sexual orientation, familial status, and age. The District will consider the intent, context, and impact of such language or conduct in determining the appropriate disciplinary action.

During any disciplinary actions, a teacher shall have the right to Local #710 representation, which may be any available trained member rights representative of Local #710 chosen by the teacher. A Local #710 representative will be notified when a pre-disciplinary meeting is scheduled by the School District.

Whenever possible, the District shall discuss with the teacher any concern which may lead to disciplinary action and shall offer constructive suggestions for correction before any disciplinary action is initiated.

E. Notice of discipline shall be sent by the appropriate administrator to the teacher with a copy to Local #710. The notice shall contain a statement of the grounds for the proposed action. Nothing in this section shall prevent a teacher from proceeding directly to arbitration if the teacher desires.

F. Teachers shall be entitled to due process of law.