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NON-CERTIFIED STAFF DISCIPLINE PROCEDURE

All newly hired non-certified employees shall be on probation for a period of one hundred eighty (180) calendar days from the initial date of their employment, during which period such newly hired employees may be disciplined or discharged at the sole discretion of the employer.

Upon successful completion of probationary period, no employee shall be discharged, suspended, disciplined, reprimanded or reduced in compensation without cause.

Tentative Approval: August 8, 2011

FINAL APPROVAL: September 7, 2011