

ARTICLE 9
Employee Discipline

A. No regular/permanent employee shall be reprimanded, disciplined, or suspended for misconduct without just cause. When a request for such representation is made, no action shall be taken with respect to the employee until such representative of the BTU-ESP is present. It is the employee's responsibility to have a BTU-ESP representative present within three (3) working days of such request.

B. **Harassment:** Employees shall not be subjected to harassment, abusive language, upbraiding or insults. Administrators shall not be considered in violation of this section and will remain professional at all times, even when providing input during a performance evaluation meeting with an employee.

Administrators shall not express unnecessary complaints or criticisms concerning an employee in the presence of other employees, students, or parents.

The District and its employees shall comply with the School Board approved policy regarding Anti-Bullying and Harassment.

C. **Harassment of Steward(s):** Steward complaints under this paragraph shall not be subject to the provisions of Article Four but shall be directed to the Office of School Performance & Accountability for final binding decision. The BTU-ESP shall provide a list to the Superintendent not later than March 1st of each year containing the names of the official BTU-ESP stewards at each school. The BTU-ESP will provide the Superintendent with the names of the new stewards who are replacing another steward whenever such action is necessary.