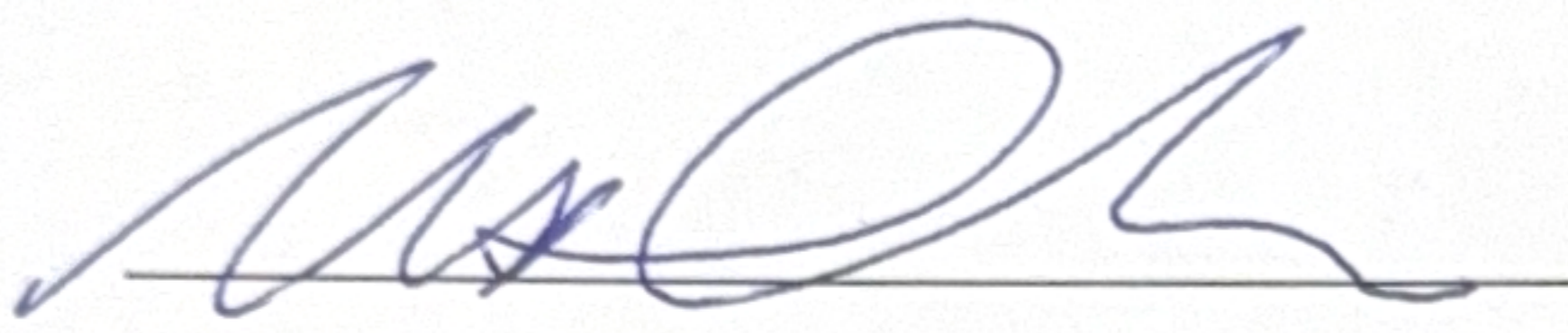
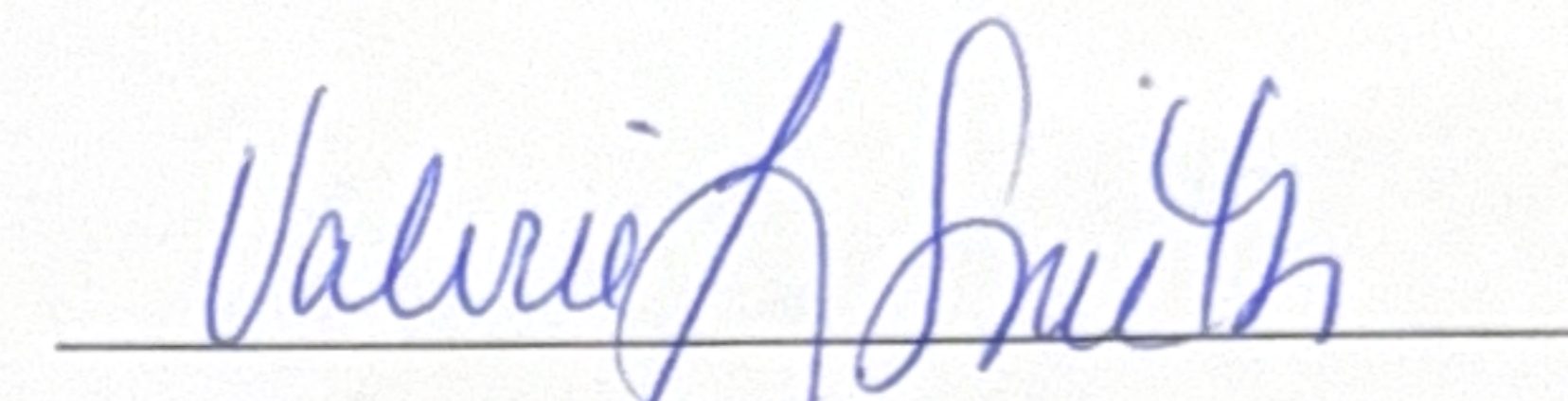


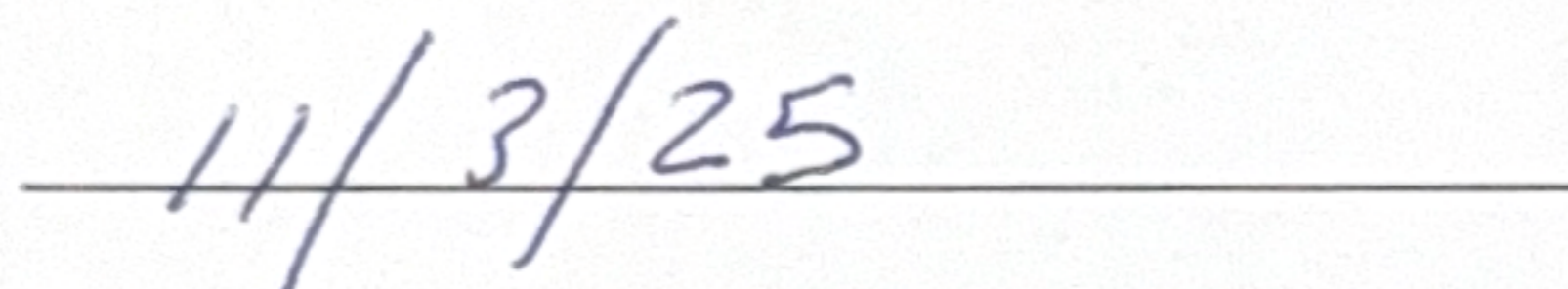
ARTICLE IV

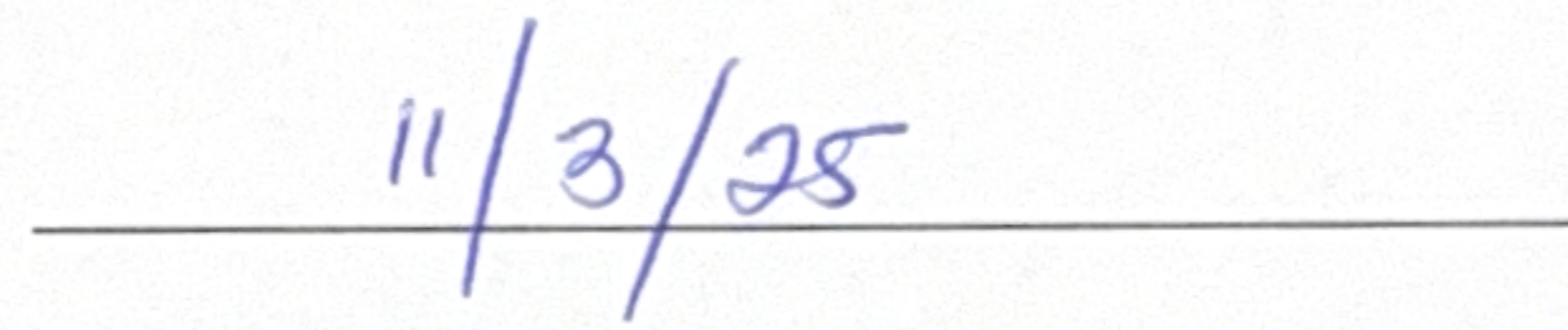
FAIR PRACTICES AND EQUAL OPPORTUNITY

Section 4: ~~Public Discipline~~ Respect. Employees in the bargaining unit are essential to operations and the education process and shall be treated with dignity and respect. ~~Administrators shall not discipline employees in the presence of students or parents except in an emergency or when it is necessary to maintain proper discipline or to ensure the problem is corrected immediately.~~


for the Board


for the Union


Date


Date