

ARTICLE X-B

PRE-DISCIPLINARY PROCEDURES

1.0 Prior to the imposition of disciplinary action against a permanent, non-probationary employee that may result in suspension, demotion, or dismissal, the responsible administrator shall advise the employee that such action may be taken, and that a meeting will be held to discuss the matter, at which time the employee shall be entitled to be accompanied by a LASPA representative in accordance with the provisions of California Government Code Section 3303. Release time for such representation shall not be provided, unless required by applicable statute. Nonavailability of the employee or representative for more than a reasonable time shall not delay appropriate action, if any. This right shall not extend to routine conferences, or any other meetings or to any conferences conducted under the evaluation procedures of Article X.