

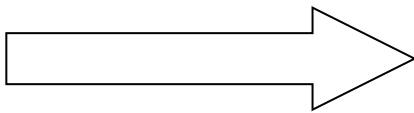


UNDERSTANDING “JUST CAUSE” AND DISCIPLINARY ACTION

“Teachers may be suspended or dismissed for cause under the provisions of the School Termination Procedures Act (Utah Code 53A-8-101 *et seq.*).”

Granite School District Board Policy (Article IX.A.4.c.) contains an extensive list of reasons for “Just Cause” discipline. As a GEA member – KNOW YOUR RIGHTS!

If you are disciplined and hear any of these words:



DO:

- Contact your Association Rep. (AR) and/or the UniServ (GEA) office. **IF THE POLICE ARE INVOLVED, CALL THE GEA OFFICE IMMEDIATELY BEFORE YOU SPEAK.**
- You have the RIGHT to have representation in any meeting at which you are being reprimanded, investigated, or charged with criminal action.
- Self-report to the GSD HR Director within 48 hours of an arrest or citation for alleged: drug or alcohol, sex, or personal injury offenses.

DO NOT: Admit guilt, or accept blame, in any incident.

- Make any statements—**PARTICULARLY TO STUDENTS or PARENTS**
- Sign anything other than receipt of a document.
- Agree to pay any expenses for any damage, or to make restitution, etc.
- Agree to take a polygraph test without the advice of UEA legal counsel.

Granite Education Association (GEA) UniServ Office: 801-266-4411

UniServ Directors: Star Orullian and Cindy Formeller