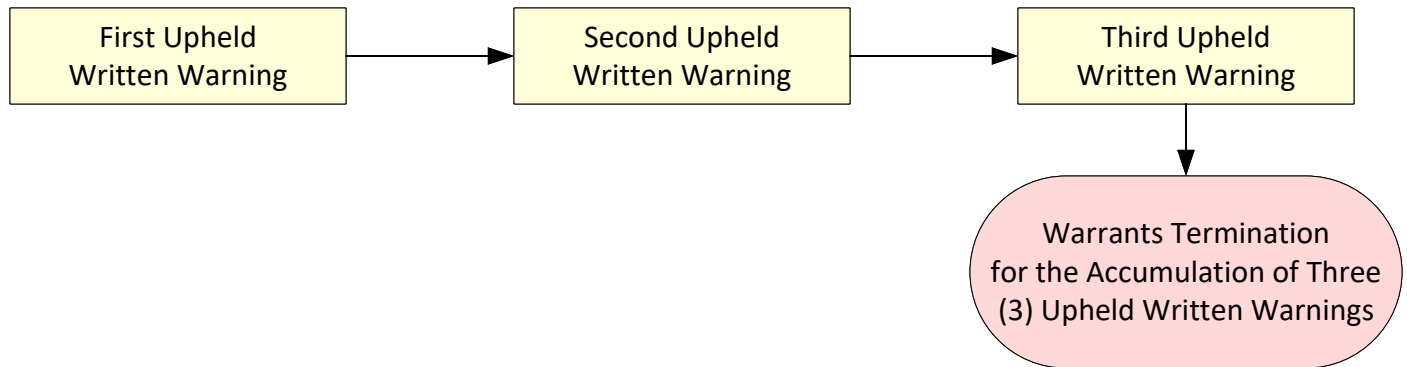


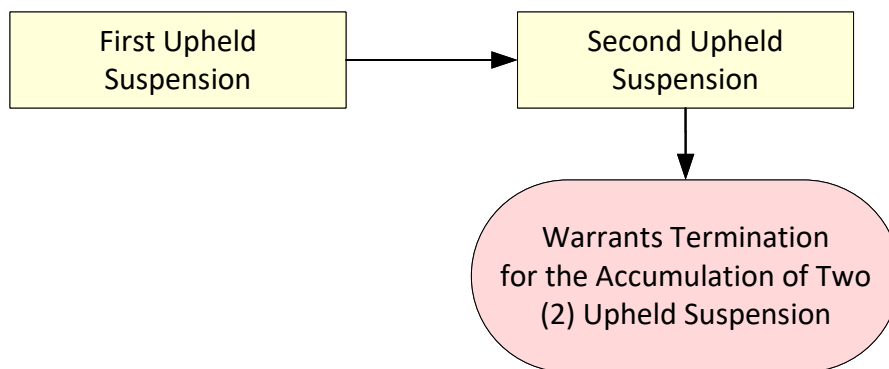
Accumulated Disciplinary Actions Warranting Termination

Warranting Termination: This means the termination is supported by policy; however, warranting termination does not mean the termination is mandatory or required.

- a. The accumulation of three (3) upheld warning notices within any twelve (12) month period. (T)
Below is an example:



- b. The accumulation of two (2) upheld suspensions within any twelve (12) month period. (T)
Below is an example:



- c. The accumulation of three (3) of any combination of upheld warning notices and/or upheld suspensions within any twelve (12) month period. (T)
Below is an example:

