

1) An employee's file will indicate that they were terminated for cause only if the employee loses through an appeal process or receives notice that foregoing appeal will result in a finding of termination for cause and a do-not-rehire notation.

2) An employee's file will include a do-not-rehire notation only if a) the file indicates that they were terminated for cause or b) the employee agrees to that notation in a separation agreement, including the employee's initials on that provision. Moreover, a do-not-hire notation sunsets automatically after five years unless the superintendent personally approves its extension for another five years..

3) All employees shall have the right to request removal off a letter of direction after six months, as is currently guaranteed to some employees in their labor agreements.