

**LOCAL LETTER OF UNDERSTANDING No. 2: DISCIPLINE AND DISMISSAL FOR MISCONDUCT**

**BETWEEN**

**THE BOARD OF EDUCATION  
SCHOOL DISTRICT #35 (LANGLEY)**

**AND**

**THE LANGLEY TEACHERS' ASSOCIATION**

Further to the discussion we had about Article C.27 Discipline and Dismissal for Misconduct, during our negotiating meeting of November 26, 1992, the Board and the Union agree as follows:

1. Complaints regarding the misconduct of a teacher normally arise either directly from the student(s) involved or indirectly from a third party, such as the parent(s) or fellow students of the student involved.
2. Where the person directly involved makes the complaint and a decision is made to investigate, the teacher and the L.T.A. will be notified in accordance with Article C.27.2.
3. If a complaint is raised indirectly by a third party, it will be necessary for the Board to clarify and confirm the basis of the complaint with the student directly involved before deciding an investigation is necessary. Confirming and clarifying a third party complaint with the student involved may occur prior to the teacher and the Union being notified of the Board's intention to investigate under Article C.27.2.
4. Where a complaint does not lead to an investigation and the teacher has not been informed of the alleged complaint to that point, they will be so informed.
5. No disciplinary action can be taken without an investigation.

Original signed by:

Original signed by:

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Board of Education of  
School District #35 (Langley)

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The Langley Teachers' Association

October 18, 1993

Date

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Date