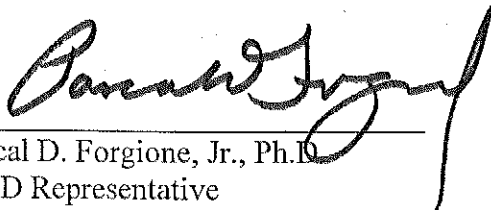


**CONSULTATION AGREEMENT
BETWEEN THE
AUSTIN INDEPENDENT SCHOOL DISTRICT
AND
EDUCATION AUSTIN**

SUBJECT: TIMELINE FOR REPRIMAND OF CLASSIFIED EMPLOYEES

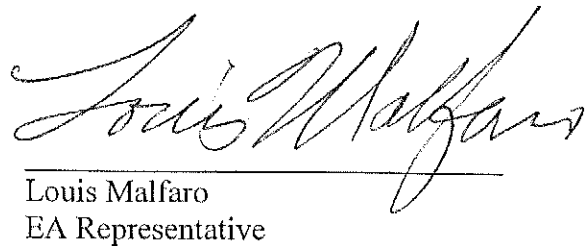
Pending approval from the Board of Trustees, the identified parties hereby agree that beginning with the 2009-2010 school year, any incident or misconduct by a classified employee that requires a written reprimand or that will be used as part of the employee's evaluation must be shared with the employee within 10 workdays of the occurrence, or supervisor's knowledge of the incident or misconduct. The employee may submit a written response or rebuttal within 10 workdays after receiving a written reprimand. The response or rebuttal will be attached to the written reprimand.



Pascal D. Forgione, Jr., Ph.D.
AISD Representative

1-28-09

Date



Louis Malfaro
EA Representative

1/28/09

Date