

EXHIBIT 3-3

MENU OF PROGRESSIVE DISCIPLINE INTERVENTIONS AND SANCTIONS FOR MINOR INFRACTIONS

MINOR INFRACTIONS: MENU OF PROGRESSIVE DISCIPLINE INTERVENTIONS AND SANCTIONS				
Select a minimum of one intervention and one sanction from the lists below for Minor Infractions				
1ST OFFENSE	2ND OFFENSE	3RD OFFENSE	4th OFFENSE	5th OFFENSE in 60 calendar day period
<p><u>Interventions:</u></p> <ul style="list-style-type: none"> • Counseling referral • Verbal apology • Peer counseling 	<p><u>Interventions:</u></p> <ul style="list-style-type: none"> • Counseling referral • Weekend restriction • Written and verbal apology • CSS essay or assignment related to CSS skill deficiency • Community service (4 hours) 	<p><u>Interventions:</u></p> <ul style="list-style-type: none"> • Individual or group counseling referral • Community service (6-8 hours) • Assignment to and meetings with adult mentor • Intervention with relevant staff member <ul style="list-style-type: none"> ○ EEO officer for discriminatory behavior ○ Safety officer for safety violations 	<p><u>Interventions:</u></p> <ul style="list-style-type: none"> • Referral to center Standards Officer • Community service (8-10 hours) • CSS project • Case management • Restriction to center 	<p>Elevate to Level II, Pattern of Minor Infractions and refer to Fact-Finding Board for Adjudication</p>
<p><u>Sanctions:</u></p> <ul style="list-style-type: none"> • \$1 fine • Verbal reprimand/warning 	<p><u>Sanctions:</u></p> <ul style="list-style-type: none"> • \$2 fine • Letter of caution 	<p><u>Sanctions:</u></p> <ul style="list-style-type: none"> • \$3 fine • Behavior contract • 7-day restriction 	<p><u>Sanctions:</u></p> <ul style="list-style-type: none"> • \$5 fine • Behavior contract • 7-day restriction 	
<p>Notes:</p> <ul style="list-style-type: none"> • Interventions must be tailored to address specific skill deficiencies identified in the infraction report. • CSS refers to Career Success Standards. 				