

EXHIBIT 2-3

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	2 nd Offense	3 rd Offense	4 th Offense	5 th 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 • Wellness referral (if applicable) • 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"> ○ Equal Employment Opportunity (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) 	<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 or written reprimand 	<p><u>Sanctions:</u></p> <ul style="list-style-type: none"> • \$2 fine • Letter of caution • Weekend restriction 	<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"> • As reflected in the Center’s Behavior Management Plan, Peer Court may be incorporated into the Progressive Discipline process to recommend the appropriate interventions and sanctions. • Interventions must be tailored to address specific skill deficiencies identified in the infraction report. • CSS refers to Career Success Standards. 				