

Skyscraper Ted And Other Zany Verse

RD Boyd

Skyscraper Ted And Other Zany Verse:

The Enigmatic Realm of Skyscraper Ted And Other Zany Verse: Unleashing the Language is Inner Magic

In a fast-paced digital era where connections and knowledge intertwine, the enigmatic realm of language reveals its inherent magic. Its capacity to stir emotions, ignite contemplation, and catalyze profound transformations is nothing lacking extraordinary. Within the captivating pages of **Skyscraper Ted And Other Zany Verse** a literary masterpiece penned by way of a renowned author, readers embark on a transformative journey, unlocking the secrets and untapped potential embedded within each word. In this evaluation, we shall explore the book is core themes, assess its distinct writing style, and delve into its lasting impact on the hearts and minds of people who partake in its reading experience.

 $https://archive.kdd.org/files/book-search/default.aspx/so_close_to_heaven_the_vanishing_buddhist_kingdoms_of_the_himalaya_s.pdf$

Table of Contents Skyscraper Ted And Other Zany Verse

- 1. Understanding the eBook Skyscraper Ted And Other Zany Verse
 - The Rise of Digital Reading Skyscraper Ted And Other Zany Verse
 - Advantages of eBooks Over Traditional Books
- 2. Identifying Skyscraper Ted And Other Zany Verse
 - Exploring Different Genres
 - o Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
- 3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Skyscraper Ted And Other Zany Verse
 - User-Friendly Interface
- 4. Exploring eBook Recommendations from Skyscraper Ted And Other Zany Verse
 - Personalized Recommendations
 - Skyscraper Ted And Other Zany Verse User Reviews and Ratings

- Skyscraper Ted And Other Zany Verse and Bestseller Lists
- 5. Accessing Skyscraper Ted And Other Zany Verse Free and Paid eBooks
 - Skyscraper Ted And Other Zany Verse Public Domain eBooks
 - Skyscraper Ted And Other Zany Verse eBook Subscription Services
 - Skyscraper Ted And Other Zany Verse Budget-Friendly Options
- 6. Navigating Skyscraper Ted And Other Zany Verse eBook Formats
 - o ePub, PDF, MOBI, and More
 - Skyscraper Ted And Other Zany Verse Compatibility with Devices
 - Skyscraper Ted And Other Zany Verse Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Skyscraper Ted And Other Zany Verse
 - Highlighting and Note-Taking Skyscraper Ted And Other Zany Verse
 - $\circ\,$ Interactive Elements Skyscraper Ted And Other Zany Verse
- 8. Staying Engaged with Skyscraper Ted And Other Zany Verse
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Skyscraper Ted And Other Zany Verse
- 9. Balancing eBooks and Physical Books Skyscraper Ted And Other Zany Verse
 - Benefits of a Digital Library
 - o Creating a Diverse Reading Collection Skyscraper Ted And Other Zany Verse
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Skyscraper Ted And Other Zany Verse
 - Setting Reading Goals Skyscraper Ted And Other Zany Verse
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Skyscraper Ted And Other Zany Verse
 - Fact-Checking eBook Content of Skyscraper Ted And Other Zany Verse
 - Distinguishing Credible Sources

- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

Skyscraper Ted And Other Zany Verse Introduction

In this digital age, the convenience of accessing information at our fingertips has become a necessity. Whether its research papers, eBooks, or user manuals, PDF files have become the preferred format for sharing and reading documents. However, the cost associated with purchasing PDF files can sometimes be a barrier for many individuals and organizations. Thankfully, there are numerous websites and platforms that allow users to download free PDF files legally. In this article, we will explore some of the best platforms to download free PDFs. One of the most popular platforms to download free PDF files is Project Gutenberg. This online library offers over 60,000 free eBooks that are in the public domain. From classic literature to historical documents, Project Gutenberg provides a wide range of PDF files that can be downloaded and enjoyed on various devices. The website is user-friendly and allows users to search for specific titles or browse through different categories. Another reliable platform for downloading Skyscraper Ted And Other Zany Verse free PDF files is Open Library. With its vast collection of over 1 million eBooks, Open Library has something for every reader. The website offers a seamless experience by providing options to borrow or download PDF files. Users simply need to create a free account to access this treasure trove of knowledge. Open Library also allows users to contribute by uploading and sharing their own PDF files, making it a collaborative platform for book enthusiasts. For those interested in academic resources, there are websites dedicated to providing free PDFs of research papers and scientific articles. One such website is Academia.edu, which allows researchers and scholars to share their work with a global audience. Users can download PDF files of research papers, theses, and dissertations covering a wide range of subjects. Academia.edu also provides a platform for discussions and networking within the academic community. When it comes to downloading Skyscraper Ted And Other Zany Verse free PDF files of magazines, brochures, and catalogs, Issuu is a popular choice. This digital publishing platform hosts a vast collection of publications from around the world. Users can search for specific titles or explore various categories and genres. Issuu offers a seamless reading experience with its user-friendly interface and allows users to download PDF files for offline reading. Apart from dedicated platforms, search engines also play a crucial role in finding free PDF files. Google, for instance, has an advanced search feature that allows users to filter results by file type. By specifying the file type as "PDF," users can find websites that

offer free PDF downloads on a specific topic. While downloading Skyscraper Ted And Other Zany Verse free PDF files is convenient, its important to note that copyright laws must be respected. Always ensure that the PDF files you download are legally available for free. Many authors and publishers voluntarily provide free PDF versions of their work, but its essential to be cautious and verify the authenticity of the source before downloading Skyscraper Ted And Other Zany Verse. In conclusion, the internet offers numerous platforms and websites that allow users to download free PDF files legally. Whether its classic literature, research papers, or magazines, there is something for everyone. The platforms mentioned in this article, such as Project Gutenberg, Open Library, Academia.edu, and Issuu, provide access to a vast collection of PDF files. However, users should always be cautious and verify the legality of the source before downloading Skyscraper Ted And Other Zany Verse any PDF files. With these platforms, the world of PDF downloads is just a click away.

FAQs About Skyscraper Ted And Other Zany Verse Books

What is a Skyscraper Ted And Other Zany Verse PDF? A PDF (Portable Document Format) is a file format developed by Adobe that preserves the layout and formatting of a document, regardless of the software, hardware, or operating system used to view or print it. How do I create a Skyscraper Ted And Other Zany Verse PDF? There are several ways to create a PDF: Use software like Adobe Acrobat, Microsoft Word, or Google Docs, which often have built-in PDF creation tools. Print to PDF: Many applications and operating systems have a "Print to PDF" option that allows you to save a document as a PDF file instead of printing it on paper. Online converters: There are various online tools that can convert different file types to PDF. How do I edit a Skyscraper Ted And Other Zany Verse PDF? Editing a PDF can be done with software like Adobe Acrobat, which allows direct editing of text, images, and other elements within the PDF. Some free tools, like PDFescape or Smallpdf, also offer basic editing capabilities. How do I convert a Skyscraper Ted And Other Zany Verse PDF to another file format? There are multiple ways to convert a PDF to another format: Use online converters like Smallpdf, Zamzar, or Adobe Acrobats export feature to convert PDFs to formats like Word, Excel, JPEG, etc. Software like Adobe Acrobat, Microsoft Word, or other PDF editors may have options to export or save PDFs in different formats. How do I password-protect a Skyscraper Ted And Other Zany Verse PDF? Most PDF editing software allows you to add password protection. In Adobe Acrobat, for instance, you can go to "File" -> "Properties" -> "Security" to set a password to restrict access or editing capabilities. Are there any free alternatives to Adobe Acrobat for working with PDFs? Yes, there are many free alternatives for working with PDFs, such as: LibreOffice: Offers PDF editing features. PDFsam: Allows splitting, merging, and editing PDFs. Foxit Reader: Provides basic PDF viewing and editing capabilities. How do I compress a PDF file? You can use online tools like Smallpdf, ILovePDF, or desktop software like Adobe Acrobat to compress PDF files without

significant quality loss. Compression reduces the file size, making it easier to share and download. Can I fill out forms in a PDF file? Yes, most PDF viewers/editors like Adobe Acrobat, Preview (on Mac), or various online tools allow you to fill out forms in PDF files by selecting text fields and entering information. Are there any restrictions when working with PDFs? Some PDFs might have restrictions set by their creator, such as password protection, editing restrictions, or print restrictions. Breaking these restrictions might require specific software or tools, which may or may not be legal depending on the circumstances and local laws.

Find Skyscraper Ted And Other Zany Verse:

so close to heaven the vanishing buddhist kingdoms of the himalayas snow white and the seven dwarfs read along

so spricht der weise gefluegelte worte und reime

sobotta flash cards bones pack 1 sobotta sober days golden years alcoholism and the older person 109 so what the metalibook

so last uns denn ein apfelbaumchen pflanzen es ist soweit

so you are the supervisor snake eyes diamondback 3 social cognition inference and attribution sobre las brasas

social consequences of religious belief snapshots from hell the making of an mba soap opera and womens talk vol. 15 the pleasure of resistance soccer getting into

Skyscraper Ted And Other Zany Verse:

spectaculum 74 funf moderne theaterstucke uber al mariella - Nov 11 2022

web collections spectaculum 74 funf moderne theaterstucke uber all that we will no question offer it is not more or less the costs its approximately what you need currently this

spectaculum 74 funf moderne theaterstucke uber al pdf download - Feb 02 2022

web free spectaculum 74 funf moderne theaterstucke uber al pdf books this is the book you are looking for from the many other titlesof spectaculum 74 funf moderne

september 2022 tour for educators singapore chinese - Nov 30 2021

web organised by singapore chinese cultural centre sept 2022 tour for educators calling all educators the singapore chinese cultural centre presents the exhibition

materialien zu spectaculum 1 25 softcover abebooks - Mar 03 2022

web materialien zu spectaculum 1 25 by odon von horvath erwin sylvanus peter weiss volker braun marieluise fleisser isbn 10 3518375504 isbn 13 9783518375501 frankfurt.

spectaculum 74 funf moderne theaterstucke uber al pdf - May 05 2022

web spectaculum 74 funf moderne theaterstucke uber al pdf is available in our book collection an online access to it is set as public so you can download it instantly our

spectaculum fünf moderne theaterstücke abebooks - Feb 14 2023

web spectaculum 34 ein szenarium und fünf moderne theaterstücke der verwaiser aus der fremde an den rand der erschöpfung weiter die lehrerin verspricht der negerin

spectaculum 74 fünf moderne theaterstücke und materialien - Jul 19 2023

web spectaculum 74 fünf moderne theaterstücke und materialien thomas bernhard Über allen gipfeln ist ruh tankred dorst kupsch martin heckmanns einer schleef

spectaculum 74 fünf moderne theaterstücke und materialien - May 17 2023

web fünf moderne theaterstücke und materialien 9783518414439 by burgwitz andreas and a great selection of similar new used and collectible books available now at great

upcoming theatre and dance performances in singapore 2023 - Jan 01 2022

web mingli seet saturday 9 september 2023 in addition to the fantastic art exhibitions in singapore theatre and dance performances offer an excellent alternative to unwind from

spectaculum 74 fünf moderne theaterstücke und materialien - Oct 22 2023

web mar 1 2003 spectaculum 74 fünf moderne theaterstücke und materialien by andreas burgwitz march 1 2003 suhrkamp edition hardcover fünf moderne theaterstücke

spectaculum74funfmodernetheaterstuckeuberal pdf - Jan 13 2023

web spectaculum74funfmodernetheaterstuckeuberal 1 spectaculum74funfmodernetheate rstuckeuberal

syf 2022 ap dates and venues ministry of education - Oct 10 2022

web the venues for the respective syf 2022 ap categories and sub categories are as follows level category venue and address

primary school level instrumental ensemble 28

conference faan gov ng - Apr 16 2023

web conference faan gov ng

upcoming theatre shows and productions in singapore to catch - Aug 08 2022

web 4 5 march 8 10 march 2022 esplanade theatre studio photo courtesy of singapore ballet catch the singapore ballet formerly known as singapore dance theatre as they

spectaculum 74 funf moderne theaterstucke uber al download - Dec 12 2022

web yeah reviewing a books spectaculum 74 funf moderne theaterstucke uber al could grow your near contacts listings this is just one of the solutions for you to be successful

theatre productions and concerts to catch in the second half of - Jun 06 2022

web jul 31 2022 in this new iteration commissioned by esplanade theatres on the bay for the studios 2022 the revised play incorporates new interview texts and testimonies as

spectaculum74funf modernetheaterstuc keuberal - Apr 04 2022

 $web\ spectaculum 74 funf moderne the aterstucke uberal\ 1\ spectaculum 74 funf moderne the aterstucke uberal\ spectaculum 74 funf moderne the aterstucke uber$

download solutions spectaculum 74 funf moderne - Sep 09 2022

web merely said the spectaculum 74 funf moderne theaterstucke uber al pdf is universally compatible past any devices to read serials catalog subject heading index iowa state

spectaculum 74 funf moderne theaterstucke uber al pdf copy - Aug 20 2023

web spectaculum 74 funf moderne theaterstucke uber al pdf pages 3 5 spectaculum 74 funf moderne theaterstucke uber al pdf upload mia c robertson 3 5 downloaded

spectaculum 74 fünf moderne theaterstücke über allen gipfeln - Sep 21 2023

web spectaculum 74 fünf moderne theaterstücke über allen gipfeln ist ruh kupsch schieß doch gertrud ein totenfest by thomas bernhard orientation sutd edu sg keywords

spectaculum 74 funf moderne theaterstucke uber al copy - Jul 07 2022

web 2 spectaculum 74 funf moderne theaterstucke uber al 2022 03 03 wissenschaftlichen terminus zu einem weit verbreiteten schlagwort avanciert mit beginn des 21

read free spectaculum 74 funf moderne theaterstucke uber al - Mar 15 2023

web spectaculum 74 funf moderne theaterstucke uber al jean baudrillard from hyperreality to disappearance jun 03 2021 this new collection gathers 23 highly

spectaculum 74 fünf moderne theaterstücke und materialien - Jun 18 2023

web spectaculum 74 fünf moderne theaterstücke und materialien thomas bernhard tankred dorst 4 00 1

who s got the power a critical examination of the anti bias curriculum - Dec 16 2022

sep 23 2019 in the early childhood field educators commonly adopt an anti bias multicultural curriculum to address such issues with young children and with rare exceptions such methods are subject to ongoing endorsement in the scholarly literature

anti bias curriculum tools for empowering young children - Aug 24 2023

anti bias curriculum tools for empowering young children by derman sparks louise anti bias curriculum task force calif publication date 1989 topics early childhood education prejudices social values discrimination in education publisher washington d c national association for the education of young children

anti bias curriculum tools for empowering young children - Jul 11 2022

jan 1 1989 anti bias curriculum tools for empowering young children naeyc no 242 derman sparks louise the a b c task force 9780935989205 amazon com books buy used 8 85 get fast free shipping with amazon prime

anti bias curriculum microform tools for empowering young - May 09 2022

the 12 chapters of this book provide a rationale for an anti bias curriculum and discuss 1 creating an anti bias environment 2 working with 2 year old children 3 learning about racial differences and similarities 4 learning about disabilities 5 learning about gender identity 6 learning about cultural differences and

anti bias curriculum tools for empowering young children - Jun 22 2023

anti bias curriculum tools for empowering young children derman sparks louise and others young children are aware that color language gender and physical ability are connected to privilege and power racism and sexism have a profound influence on children's developing sense of self and others

anti bias curriculum tools for empowering young children - Apr 20 2023

anti bias curriculum tools for empowering young children authors louise derman sparks author anti bias curriculum task force calif summary found it invaluable in helping me create a classroom that tangibly respected the diversity of our families chapter 2 creating an anti bias environment was especially helpful with this task

anti bias education for young children and ourselves second - Jan 17 2023

chapter 1 anti bias education and why it matters chapter 2 constructing and understanding social identities and attitudes the lifelong journey chapter 3 building an anti bias education program curriculum principles and the learning environment children s books

anti bias curriculum tools for empowering young children - Jun 10 2022

a highlight from derman sparks s anti bias curriculum tools for empowering young children featured by human restoration project a 501 c 3 restoring humanity to education

anti bias curriculum by louise derman sparks open library - Sep 13 2022

anti bias curriculum tools for empowering young children by louise derman sparks 0 ratings 5 want to read 0 currently reading 1 have read

anti bias curriculum tools for empowering children google - Feb 18 2023

bibliographic information title anti bias curriculum tools for empowering children author louise derman sparks publisher nat assoc educ young child 1989

anti bias curriculum tools for empowering young c pdf - Jul 23 2023

anti bias curriculum tools for empowering young c practicing critical pedagogy mary frances agnello 2015 12 22 this edited text recaptures many of joe l kincheloe s national and international influences an advocate and a scholar in the social historical and philosophical foundations of education he dedicated his

anti bias curriculum tools for empowering young children naeyc series - Apr 08 2022

 $978\ 0935989205$ edition 7th publisher national association for the education of young children publication date 1 sept 1993 language english dimensions 21 59 x 1 27 x 27 94 cm

anti bias curriculum tools for empowering young children - Mar 07 2022

anti bias curriculum tools for empowering young children naeyc no 242 by derman sparks louise the a b c task force isbn 10 093598920x isbn 13 9780935989205 natl assn for the education 1989 softcover

eric search results - Aug 12 2022

it is 30 years since naeyc published anti bias curriculum tools for empowering young children derman sparks abc task force 1989 since then anti bias education concepts have become part of the early childhood education ece narrative in the united states and many other countries

trakya Üniversitesi sosyal bilimler dergisi makale antİ - Mar 19 2023

dec 18 2020 derman sparks l 1989 anti bias curriculum tools for empowering young children national association for the education of young children 1834 connecticut avenue nw washington dc 20009 5786 derman sparks l edwards j o 2010 anti bias education for young children and ourselves

anti bias curriculum tools for empowering young children goodreads - Nov 15 2022

anti bias tools for empowering young children naeyc no 242 jan 01 1989 derman sparks louise and the a b c task force genres education nonfiction race 149 pages paperback first published january 1 1989

anti bias curriculum tools for empowering young - Sep 25 2023

through anti bias curriculum teachers enable every child to achieve the ultimate goal of early childhood education the development of each child to her or his fullest potential

anti bias education for young children and ourselves - Oct 14 2022

oct 23 2009 anti bias education for young children and ourselves derman sparks louise edwards julie olsen on amazon com free shipping on qualifying offers

understanding anti bias education bringing the four core goals - May 21 2023

to be effective anti bias education works as an underpinning perspective which permeates everything that happens in an early childhood program including your interactions with children families and coworkers and shapes how you put curriculum together each day

anti bias curriculum tools for empowering young children - Feb 06 2022

anti bias curriculum tools for empowering young children naeyc series band 242 derman sparks louise amazon de bücher **employee attendance policy sample template workable** - Jul 14 2023

web this employee attendance policy template can help you manage absenteeism and gives you an insight on how to set up or improve your company attendance policy for employees may also be referred to as an attendance management policy absenteeism policy tardiness policy

attendance write up what it is and how to write one with an example - Dec 07 2022

web mar 11 2023 an attendance write up is a disciplinary measure taken for employees who are consistently tardy or absent to work it documents the steps taken to address the attendance issues and what the next disciplinary measures will be if the employee does not resolve the problem

warning letter for attendance or lateness templates - Jun 13 2023

web don't include your personal feelings or offense at the employee's absenteeism or lateness instead address the employee in an impartial unbiased and respectful way and focus on the impact of irregular attendance on the employee your business and your workforce

excuse letter for work absence 3 examples and writing guide - Mar 30 2022

web feb 3 2023 examples of excuse letters for being absent from work here are three examples of letters that you can reference example 1 here s an example of a leave of absence letter for a family matter kenneth james procurement associate procurement corp 165 main st houston tx 77000 nov 21 2022 dear kenneth

sample memo for absent to employee without permission - Apr 30 2022

web you can follow this sample memo for the staff or employees who remain absent for a certain time without any notice to the employer absentees memo can be issued to warn the employees terminate the employees and for show cause notice prior to termination

written warning for attendance time doctor - Jan 08 2023

web jan 20 2022 here s a sample warning letter you can use to write your own warning letter for poor attendance date subject warning for irregular attendance dear employee s name this letter is to inform you that your work attendance has repeatedly been unsatisfactory despite receiving a verbal warning from your supervisor

a sample employee warning letter for absenteeism accu time - Aug 15 2023

web jun 8 2017 business address city state zip code date employee s name employee s position employee address city state zip code dear employee s name this letter is an official written reprimand that serves to emphasize the seriousness of your recent unauthorized absence from work

memorandum template sample absenteeism and tardiness - Feb 09 2023

web memorandum template sample absenteeism and tardiness free download memorandum template sample absenteeism and tardiness free download memorandum template absenteeism and tardiness down for free in pdf word or copy and paste forms view details all versions word 2003 docx adobe reader pdf

employee warning letter template for absenteeism jotform - May 12 2023

web an employee warning letter for absenteeism is used by employers or hr departments to give employees a warning if they have been absent from work for over a certain period of time if you re looking for a more efficient way to discipline employees for being absent this free employee warning letter template for absenteeism can help just

memo on absenteeism samples format semioffice com - Apr 11 2023

web sample memo for the staff or employees who remain absent for a certain time without any notice to the employer absentees memo can be issued to warn the employees terminate the employees and for show cause notice prior to termination

writing a warning letter to employee for absence with sample - Nov 06 2022

web jun 12 2023 use these sample warning letters as templates for your formal warning letter last updated on june 12 2023 warning letter to employee for absence free samples every company or business has rules and regulations about employee conduct they may be included in the employee s contract or given in a less formal way

how to write a leave of absence request with examples - Aug 03 2022

web jul 31 2023 for example you may have a health problem that requires prolonged treatment need to care for a sick family member serve on a jury or take additional time for the birth or adoption of a child whatever the case if you need extended time away from work you should submit a leave of absence request to your employer how to write an absence letter to your employer in 4 steps - Feb 26 2022

web aug 29 2023 example of an absence letter studying examples of absence letters may help you write your own here is an example you can refer to as you write your own subject leave of absence for a family emergency fatima mehta dear ms chawla i am writing this letter to request a leave of absence from 31 july 2021 through 5 august 2021

sample counseling memo for tardiness employee labor - Jun 01 2022

web sample counseling memo for tardiness in 9 tardiness absenteeism employee name on dates you were tardy in your arrival to work on those dates i counseled you regarding the need to be at your desk ready to begin work at 8 00 since then you have been tardy on date and on date your late arrival adversely impacts our ability to serve

memo for leave without permission documentshub com - Dec 27 2021

web sep 7 2014 sample format of memo for leave without informing for staff people who are habitual to be on leave without informing management and having leave without any notice you can use this memo for teachers sample memo format for absentees to mr khalid ahmed this is to inform you that your job requirement is to be present in office at peak 13 absence warning letter templates free word pdf excel - Mar 10 2023

web below you ll find tips and free downloads for composing an attendance write up when a student or employee takes leave from duty performance without permission whether it s a high school office hospital or other setting we have what you need to write a sample memo or query regarding absences free warning letter to employee for absence

sample memo to employees on attendance policy and procedure - Oct 05 2022

web aug 29 2020 sample memo to employees on attendance policy and procedure it is of extreme importance for every organization to have its attendance policy to maintain discipline in the company

sample memo to employees on attendance policy procedure - Sep 04 2022

web sample memo format 1 to name of the employee date employee id from the manager abc foundation sub regarding unauthorized absenteeism on this is to inform that you have been taking leaves without any prior intimation to your superior officers recently on you have taken leave without any intimation

9 tardiness absenteeism employee labor relations - Jan 28 2022

web the employee relations division plans and conducts labor negotiations implements labor agreements and assists managers and supervisors with employee issues including corrective action some examples of when a release should be requiredread more sample counseling memo for tardiness date today s date to name office

memo on leave pdf leave of absence social institutions - Jul 02 2022

web memorandum cont as stated in the code of conduct below is the schedule of penalty for awol no of absence s 1 day absence 2 3 days absences 4 days or more absences 1st offense written warning 2nd offense