

Human Resources

BP 7360 DISCIPLINE AND DISMISSAL – ACADEMIC EMPLOYEES

References:

Education Code Sections 87660-87683, 87732, and 87740

A contract or regular employee may be dismissed or disciplined for one or more of the grounds set forth in the Education Code. If the employee is to be disciplined, the Board of Trustees shall determine the nature of the discipline. If the Board of Trustees decides to dismiss or discipline a contract or regular employee, it shall assure that each of the following has been satisfied:

- The employee has been evaluated in accordance with standards and procedures established in accordance with the provisions of the Education Code, and any administrative procedure for evaluation contained in a collective bargaining agreement;
- The Board of Trustees has received all statements of evaluation which considers the events for which dismissal or discipline may be imposed;
- The Board of Trustees has received a recommendation from the Chancellor; and
- The Board of Trustees has considered the statements of evaluation and the recommendations in a lawful meeting.

If the Board of Trustees decides it intends to dismiss or discipline a contract or regular employee, it shall take the actions required by the Education Code and the collective bargaining agreement. The Chancellor or designee shall thereafter assure that the employee is afforded the full post-termination due process required by the Education Code and the collective bargaining agreement.

The Chancellor shall ensure that procedures are written that define the conditions and processes for discipline, dismissal, and due process. If the Procedures contain disciplinary or dismissal procedures that are outside of our collective bargaining agreement, the Education Code or any other state/federal laws or regulations, the District CTA expects those procedures to be bargained.

Date Adopted: May 15, 2012

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Education Code Sections 87660-87683, 87732, and 87740

The Education Code, as well as any other applicable state and/or federal laws/regulations and any pertinent sections of the collective bargaining agreement, shall be followed with regard to discipline and dismissal of academic employees. In the event of a conflict between the collective bargaining agreement and the Education Code or any other state or federal law or regulation, the state or federal law supersedes the collective bargaining agreement.

Office of Primary Responsibility: Vice Chancellor, Diversity and Human Resources

Administrative Approval: June 18, 2012