

## BP 7360 Discipline and Dismissals - Academic Employees

Reference:

***Education Code Sections 87666 et seq., 87732***

No regular academic employee shall be dismissed except for one or more of the causes listed in Education Code Section 87732. The Board shall determine whether a contract or regular employee is to be dismissed or penalized. If the employee is to be penalized, the governing board shall determine the nature of those penalties. A contract or regular employee may be dismissed or penalized if one or more of the grounds set forth in Section 87732 are present and the following are satisfied:

- The employee has been evaluated in accordance with standards and procedures established in accordance with the provisions of Education Code Sections 87660 et seq., **and any administrative procedure for evaluation contained in a collective bargaining agreement;**
- The Board has received all statements of evaluation which considers the events for which dismissal or penalties may be imposed;
- The Board has received a recommendation from the Superintendent/President.
- The Board has considered the statements of evaluation and the recommendations in a lawful meeting.

**If the Board decides it intends to dismiss [or penalize] a contract or regular employee, it shall take the actions required by the Education Code, and the Superintendent/President or designee shall thereafter assure that the employee is afforded the full post-termination due process required by Education Code Sections 87666-87681.**

**The Superintendent/President shall establish procedures that define the conditions and processes for dismissal, discipline, and due process and ensure they are available to employees.**

~~This policy governs the discipline and dismissal of regular academic employees. Education codes 87660 et. seq. and 87740, which govern the evaluation of, dismissal of, and the imposition of penalties on regular academic employees shall be applied in a manner consistent with the provisions of this policy.~~

**See Administrative Procedure # 7360**

**Adopted: 5/8/06**

**Revised: 12/012/16**