



BP 7360 DISCIPLINE-ACADEMIC EMPLOYEES

References:

Education Code Sections 87666 et seq., and 87732;
Faculty Association Agreement

A contract or regular academic employee may be penalized for one or more of the grounds set forth in Education Code Section 87732. If the academic employee is to be penalized, the Board of Trustees shall determine the nature of the penalty. If the Board decides to penalize a contract or regular academic employee, it shall assure that each of the following has been satisfied pursuant to Education Code Section 87671:

- The academic employee has been evaluated in accordance with standards and procedures established in the provisions of Education Code Sections 87660 et seq., and AP 7150 Employee Performance Evaluations and AP 7151 Faculty Evaluations;
- The Board has received and reviewed all documents which relate to the events for which penalty may be imposed;
- The Board has received a recommendation from the Superintendent/President;
- The Board has determined that there is cause for such action as set forth in Education Code Section 87732; and
- The Board has considered the documents which relate to the events for which a penalty may be imposed and the recommendation(s) in a lawful meeting.

If the Board decides it intends to penalize a contract or regular academic 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 due process required by Education Code Sections 87666-87681.

Also see BP 7361 Dismissal – Academic Employees

Date Adopted: June 23, 2016

Legal Reference Update #29: October 2016