



BP 7361 DISMISSAL – ACADEMIC EMPLOYEES

References:

Education Code Sections 87414-87415, 87608-87608.5, 87732-87740, and 87743-87746;
Government Code Section 1028;
Faculty Association Agreement

No academic employee shall be dismissed except for one or more of the following causes:

- a. Immoral or unprofessional conduct
- b. Dishonesty
- c. Unsatisfactory performance
- d. Evident unfitness for service
- e. Physical or mental condition that makes him/her unfit to instruct or associate with students
- f. Persistent violation of, or refusal to obey, the school laws of the state or reasonable regulations prescribed for the government of the community colleges by the Board of Governors or by the District's Board of Trustees employing him/her
- g. Conviction of a felony or of any crime involving moral turpitude

Where the District fails to follow the required statutory procedures in terminating a faculty member's employment, its action is a nullity and the faculty member is entitled to continue teaching. Permanent faculty members shall, therefore, be terminated only as specified in the Education Code.

The District shall dismiss probationary faculty (first and second year contract) in accordance with the provisions of Education Code Sections 87608-87608.5.

Also see BP 7360 Discipline – Academic Employees

Adopted: June 23, 2015