

CONTRACT
TERMINATION

Actions that may result in termination for cause of a contractual employee, including a faculty member on tenured status include, but are not limited to, the following:

1. Repeated failure to perform assigned duties or contractual obligations.
2. Conviction of a felony.
3. Professional incompetence.
4. Loss of capability for effective performance of assigned duties through excessive use of alcohol or drugs.
5. Failure to achieve prescribed professional growth or development.
6. Theft, misuse, or abuse of College District property.
7. Misappropriation of College District funds.
8. Inability or refusal to adjust to the College District's organization and its rules and regulations, or failure to comply with Board policy, administrative directives, or administrative procedures.
9. Insubordination.
10. Falsification or deliberate omission of pertinent information on official College District transcripts or other official records.
11. Falsification or deliberate omission of pertinent information in obtaining employment.
12. Failure to apply professional standards in grading student examinations and assignments.
13. Any form of harassment or discrimination.
14. Inexcusable neglect of duty, including but not limited to, failure to meet assigned classes or failure to assume required committee assignments.
15. Behavior that is of such a nature that it causes a discredit to the College District.
16. Financial exigency.
17. Violation of conditions stipulated in the employment contract.
18. Failure to actively and successfully recruit for a program or activity, as required.

When reason arises to question the fitness of an employee to continue in his or her position, all reasonable effort to effect a negotiated settlement shall be made on an informal basis.

Terminations for cause shall be administered under the College District's Personnel Administrative Procedures for Termination.

GRIEVANCE FILED
UNDER EDUCATION
CODE 51.960

The Board designates the director of human resources and risk management as the person to whom a faculty member may present a grievance on an issue related to his or her dismissal.

If a faculty member wishes to present a grievance under Education Code 51.960, it is recommended that he or she file a request to present the grievance within ten working days after final action on the dismissal proceeding.

Once a request to present a grievance has been filed, the conference shall normally be scheduled within seven working days.