



**BP 7360      Discipline and Dismissals: Academic Employees**

References:            Education Code Sections 87666 et seq. and 87732

Adopted:              November 12, 2008

Last Revised:        February 14, 2018

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A contract or regular employee may be dismissed or penalized for one or more of the grounds set forth in Education Code section 87732 or as outlined in the respective collective bargaining agreements. If the employee is to be penalized, the Board shall determine the nature of the penalties. If the Board decides to dismiss or penalize a contract or regular employee, it shall ensure 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 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 consider the events for which dismissal (or penalties) may be imposed;
- the Board has received a recommendation from the Superintendent/President or designee; and
- 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 the Education Code Sections 87666 through 87681.

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

See Administrative Procedure 7360.