



Administrative Regulation
Chapter 7 – Human Resources

AR 7360 DISCIPLINE AND DISMISSAL OF REGULAR AND CONTRACT EMPLOYEES

A. A regular (tenured) or contract (tenure-track) faculty member may be suspended or dismissed for one or more of the following causes:

1. Immoral or unprofessional conduct.
2. Dishonesty.
3. Unsatisfactory performance.
4. Evident unfitness for service.
5. Physical or mental condition that makes the employee unfit to instruct or associate with students.
6. 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 Board of Trustees of the District.
7. Conviction of a felony or any crime involving moral turpitude.
8. Conduct specified in Section 1028 of the Government Code.

B. The Board of Trustees shall not act upon any charges of unprofessional conduct or unsatisfactory performance unless during the preceding term or half college year prior to the date of the filing of the charge, and at least 90 days prior to the date of the filing, the Board or its authorized representative has given the employee against whom the charge is filed written notice of the unprofessional conduct or unsatisfactory performance, specifying the nature thereof with specific instances of behavior and with particularity as to furnish the employee an opportunity to correct their faults and overcome the grounds for the charge. The written notice shall include the evaluation made pursuant to the faculty collective bargaining agreement, if applicable to the employee. "Unprofessional conduct" and "unsatisfactory performance," as used in this paragraph, mean, and refer only to, the unprofessional conduct and unsatisfactory performance particularly specified as a cause for dismissal above in section A above, and do not include any other cause for dismissal specified in section A.

References: Education Code 87669, 87732, 87734, Government Code Section 1028

Reviewed and/or Updated 9/2003; 8/24/2021
(Replaces AR 3225)