

Discipline and Dismissals - Classified Employees

Procedures regarding classified employees should be read in conjunction with the appropriate collective bargaining agreement. In the event there is a conflict between these procedures and the language in the collective bargaining agreement, the agreement shall prevail.

Reference: Education Code Section 88013; Government Code Sections 3300 et seq.

The Superintendent/President shall enact procedures for the disciplinary proceedings applicable to permanent classified employees of the District. Such procedures shall conform to the requirements of the Education Code.

The Board's determination of the sufficiency of the cause for disciplinary action of a classified employee shall be conclusive.

No disciplinary action shall be taken for any cause that arose prior to the employee becoming permanent, or for any cause that arose more than two years preceding the date of the filing of any charge against the employee, unless the cause was concealed or not disclosed by the employee when it could be reasonably assumed that the employee should have disclosed the facts to the District.

A permanent member of the classified service shall be subject to disciplinary action, including, but not limited to, oral reprimand, written reprimand, reduction in pay, demotion, suspension, or discharge, for cause as prescribed in the collective bargaining agreement.

See Administrative Procedure 7365
See also BP/AP 7230 - Classified Employees

3/5/09 College Council Approval
3/24/09 Board First Read
4/28/09 Board Second Read and Approval
9/2/09 College Council Approval
9/22/09 Board First Read
10/27/09 Board Second Read and Approval