



**Policy**

**7360 Discipline and Dismissal – Academic Employees**

A contract or regular employee may be dismissed or disciplined for one or more of the grounds set forth in Education Code Section [87732](#). If the employee is to be disciplined, the Board shall determine the nature of the penalties. If the Board decides to dismiss or discipline a contract or regular employee, it shall assure 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 considers the events for which dismissal or discipline may be imposed;
- The Board has received a recommendation from the Chancellor;
- The Board has considered the statements of evaluation and the recommendations in a lawful meeting.

If the Board decides it intends to dismiss or discipline a contract or regular employee, it shall take the actions required by the Education Code, and the Chancellor or designee shall thereafter assure that the employee is afforded the full post-termination due process required by Education Code Sections [87666-87681](#).

The established procedures that define the conditions and processes for dismissal, discipline, and due process are clearly outlined in the collective bargaining agreement, which is available to employees.

**References:**

Education Code Sections [87666 et seq.](#) and [87732](#); YFA Collective Bargaining Agreement

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