

Causes for Non-Renewal or Termination*

The following are valid reasons or causes for suspension, for demotion, and for termination for cause of any employee, except as otherwise provided herein.

1. Abolition of position or program.
2. Conviction of a felony. (If an employee with a felony conviction is employed, and it is revealed at the time of employment and made a matter of record in the employee's personnel file, that conviction shall not constitute a reason for subsequent non-renewal or termination).
3. Commission of acts, which cause or result in a disruption of the operation of classes or other regular activities at the college.
4. Failure to maintain required certification and/or licensing.
5. Immoral activity which adversely reflects upon the college or impairs effectiveness on the job.
6. Incompetency.
7. Inefficiency.
8. Insufficient revenue.
9. Mental or physical unfitness which renders the employee incapable of satisfactorily performing essential job function.
10. Reduction in force.
11. Unauthorized absence or excessive absenteeism.
12. Unauthorized conversion or use of college property for personal use.
13. Violation of terms of contract.
14. Willful failure to comply with reasonable requirements of the board of trustees, as may be prescribed from time to time, to show normal improvement and evidence of continued professional training.
15. Willful failure to obey and carry out reasonable directives of immediate supervisor.
16. Willful neglect of duty.
17. Insubordination.
18. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance (as defined in the Drug-Free Workplace Act of 1988) by an employee in the workplace and/or the failure of an employee to notify the college of any criminal drug statute conviction for a violation occurring in the workplace no later than five (5) days after such conviction.

Adopted:

Revised: 9/08

*Covered by PEA Negotiated Agreement