DISCIPLINE, SUSPENSION, AND DISCHARGE OF COLLEGE EMPLOYEES POLICY

Board Bylaw:
Policy Number: 4.5500
Subject Area: Personnel
Adopted: 01/01/1999
Revised: 01/01/1999

In accordance with College procedure, the President has the authority to discipline College employees. A suspension, with or without pay, is subject to review by the Board in accordance with College procedure.

Upon recommendation of the President, the Board of Trustees may terminate a full-time employment relationship and any unearned salary and benefits. The College reserves its right to terminate an employment relationship at will, with or without notice and with or without cause, unless otherwise stated in an applicable collective bargaining agreement.

The following list describes reasons which may lead to disciplinary action up to and including discharge. Termination of the employment relationship may occur for any or all of the reasons listed below as well as others, as the list below is merely illustrative and is not intended to be a complete list of reasons for discipline up to and including suspension and discharge:

- incompetency
- negligence
- participation in any concerted interruption of the operation of the College
- mental or physical incapacity to perform assigned duties
- conviction of a felony
- insubordination
- denial of access to the Centralia Correctional Center by order of the Warden
- any activity of the College employee which is not compatible with college service to the public or to Kaskaskia College.

Dismissal procedures will be conducted in accordance with the applicable provisions of the Kaskaskia Education Association collective bargaining agreement for those College employees covered by that agreement. Dismissal procedures for all other College employees will be conducted in accordance with applicable federal and state law and/or College procedure.

Approval History: Replacement for Discipline, Suspension, and Discharge of College Employees 2.55 Approved 1/1/1999