



**COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES**

BP 7360 Discipline and Dismissal – Academic Employees

**Issued: July 20, 2010
Revised: June 16, 2020**

References:

Education Code Sections 87666 et seq. and 87732

A contract or regular employee may be dismissed or penalized for one or more of the grounds set forth in Education code section 87732. If the employee is to be penalized, the Board shall determine the nature of the penalties. If the Board decides to dismiss or penalize 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 procedure for evaluation contained in the “Agreement Between the Compton College District and the Compton Community College Federation of Employees (Certificated Unit).”
- The Board has received all statements of evaluation which considers the events for which dismissal or penalties may be imposed.
- The Board has received a recommendation from the President/Chief Executive Officer (CEO).
- The Board has considered the statements of evaluation and the recommendations in a lawful meeting.

If the Board decides it intends to dismiss or penalize a contract or regular employee, it shall take the actions required by the Education Code, and the President/CEO or designee shall thereafter assure that the employee is afforded the full post-termination due process required by the Education Code Sections 87666-87681.

The President/CEO shall establish procedures that define the conditions and processes for dismissal, discipline, and due process and ensure they are available to employees.

Applicable Administrative Regulation:

AR 7361 Discipline and Dismissal – Academic Employees