

GOVERNING BOARD POLICIES

**BP 7365     Discipline & Dismissal: Classified Employees**

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 Governing 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.

See also the collective bargaining agreement for Classified Employees.

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

**Formerly Board Policies 5430 – Suspension, Demotion and Dismissal and 5540 – Dismissal/Removal from Position.**

**Adopted:** March 10, 1982 (for Policy 5540); May 10, 1989 (for Policy 5530)

**Revised and Adopted:** March 10, 1982 (for Policy 5540); May 10, 1989 (for Policy 5530)

**Renumbered, Reviewed and Adopted:** February 21, 2018