

Discipline and Dismissals - Classified Employees

Date Adopted:	11/16/2004
Date Revised:	12/16/2025
Date Reviewed:	12/16/2025
References:	Education Code Section 88013; Government Code Sections 3300 et seq.

Discipline and dismissal procedures for classified employees are addressed in the United Public Employees of California (UPEC) Collective Bargaining Agreement.

The President/Superintendent 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 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.

Grounds for disciplinary action are listed in Administrative Procedure 7365.

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