

## **6Hx19-2.24            CRITERIA FOR SUSPENSION OR DISMISSAL OF EMPLOYEES**

The purpose of this Board Rule is to establish Board policy relating to the suspension or dismissal of employees.

The District Board of Trustees may, on recommendation of the President, terminate or suspend an employee due to:

- (1) Consolidation, reorganization, or reduction of the College program
- (2) Immorality
- (3) Misconduct in office
- (4) Incompetency
- (5) Gross insubordination
- (6) Willful neglect of duty/Abandonment of Position
- (7) Drunkenness or drug abuse
- (8) Unlawful manufacture, distribution, dispensation, possession or an illegal use of a controlled substance or any use of alcohol on College premises or while attending off campus sponsored activities where there is substantial student involvement.
- (9) Failure to report to the appropriate supervisor any drug statute conviction for a violation occurring at the College within five (5) days of such conviction
- (10) Conviction of any crime involving moral turpitude

Absence of personnel for five (5) consecutive working days without an approved leave, or without complying with Board Rule 6Hx19-2.13, *Authority for Sick Leave*, shall be considered willful neglect of duty and abandonment of the position. Employment shall automatically terminate as of the sixth (6th) working day of absence under these conditions. The employee shall not be paid for the days of absence.

### **EMPLOYEES ON ANNUAL CONTRACT**

Employees on an annual contract with the College may be suspended or dismissed during the contract year in accordance with the above provisions. Such employees shall be entitled to request a hearing before the District Board of Trustees in accordance with Chapter 120, Florida Statutes and Florida Administrative Code 6A-14.0411. A request for a hearing before the Board shall be filed in accordance with District Board of Trustees Rule 6Hx19-1.11 *Conducting Official College Business by the Board, Citizen Involvement* and must be filed within 20 days of notification from the President of intent to dismiss or suspend. The filing of a petition under this section shall not operate to delay the implementation of the President's recommendation.

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OR DISMISSAL OF EMPLOYEES**

Rule Adopted: 11/18/74; 8/25/75; 8/16/76; 11/19/79; 5/19/86; 11/16/87; 5/14/91;  
1/16/96; 10/21/97; 1/19/10

Effective Date: 11/18/74; 10/7/75; 9/15/76; 11/19/79; 5/19/86; 11/16/87; 5/14/91;  
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**Reviewed:**

**President's Administrative Leadership Team – Non-Substantive/Editorial: 6/11/18**

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65

Other References:

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(18)(43)(44);  
1001.65(1)(3)(16)(24)

Proposer: Timothy L. Beard, President