

6Hx19-2.24 Criteria for Suspension or Dismissal of Employees

This Board Policy governs the suspension or dismissal of employees.

The President may terminate or suspend an employee due to:

1. Consolidation, reorganization, or reduction of the Pasco-Hernando State College (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 arrest for a felony offense within five (5) working days of such arrest; and/or
10. Conviction of any crime involving moral turpitude.

Absence of an employee for five (5) consecutive working days without approved 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 (DBoT) in accordance with Chapter 120, Florida Statutes. A request for a hearing before the DBoT shall be filed in accordance with DBoT policies 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.

Rule Initially Adopted: 11/18/74

Policy Review History: 11/18/74; 10/7/75; 9/15/76; 11/19/79; 5/19/86; 11/16/87; 5/14/91; 1/16/96; 10/21/97; 1/19/10; 4/21/26

Legal Authority:

General Authority: FS: 1001.64; 1001.65

Law Implemented: FS: 1001.64(1)(2)(4)(18)(43)(44); 1001.65(1)(3)(16)(23)