

Article 27

Just Cause and Formal Complaints

27.1 Just Cause

27.1.1 A faculty member shall not be dismissed, suspended or reprimanded without just cause.

27.1.1.1 If the College or District informs the faculty member that a dismissal or suspension is being recommended, the District shall notify the faculty member in writing prior to any further meeting of their right to LRCFT representation.

27.1.1.2 The District shall notify the faculty member in writing at the time of a written reprimand of their right to request LRCFT representation regarding this issue.

27.1.1.3 The District shall notify LRCFT and the faculty member simultaneously in writing when there is a dismissal or suspension.

27.1.2 Corrective Action

27.1.2.1 The purpose of this article is to provide additional guidance and oversight for a faculty member experiencing difficulties in his/her work and to substantiate efforts at improvement.

27.1.2.2 When supporting information indicates that improvement is needed, the District may initiate a plan that should set forth observable and measurable performance goals. Such goals are to be met within a specific, achievable time frame.

27.1.3 A process implemented pursuant to this article is not disciplinary action and is subject to all other provisions of this Agreement.

27.2 Representatives of LRCFT and LRCCD will form a committee to examine student grievances and formal complaints. This committee is to explore student grievances and formal complaints as they relate to concerns about faculty members with specific attention to the processes for faculty notification. This committee shall be formed and convene no later than September 1, 2005, with results to be shared with the LRCFT and LRCCD negotiation teams no later than March 1, 2006.