



Board Policy 422: Faculty Disciplinary Measures

Personnel

The IVCCD Board of Directors expects that each employee will perform assigned jobs, conform with board policy and the expectations for their employment, and the law. A faculty member who is not meeting performance standards or expectations, or has engaged in other misconduct, unacceptable behavior, policy violation(s), or a lack of meeting the expectations of employment, may be subject to disciplinary action by the President. Disciplinary measures may be progressive in nature, but the District reserves the right to issue appropriate discipline based on the offense(s) and specific circumstances.

In the event of a suspension or termination of a faculty member for disciplinary reasons, the provisions listed below will be followed:

- The President may impose a short-term (one to two day) suspension of a faculty member, with or without pay, as a disciplinary measure, where consistent with the law and applicable contract.
- For the termination of a faculty member, the President and the Board will follow procedures established by law (Chapter 279 of the Code of Iowa).
- The President is authorized to place a faculty member on administrative leave, with pay, when the President has recommended the faculty member for termination under Chapter 279, pending hearing and determination by the Board.

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Legal Reference

None

Related Administrative Rules and Regulations

None

Revision History

August 9, 2023; January 11, 2017; March 13, 2002; February 8, 1995

Formerly Board Policy 419