

TITLE: EMPLOYMENT AND DISMISSAL OF EMPLOYEES

1. Nothing in this policy statement is intended to supersede any Master Contract currently in force.
2. This policy statement is intended to implement Board of Trustees Policy #601.
3. The process for selection of the President of the College will be determined by a Trustee Search Committee appointed by the Board Chairperson and approved by the Trustees.
4. Candidates for Dean positions will be recommended to the President by the Interview Committee appointed by the President. The Interview Committee will include faculty members, support staff members, the other Deans, and any directors that report to the Dean position to be filled.
The papers of the finalist will be forwarded to the Board of Trustees along with the President's recommendation. The Board of Trustees reserves the right to schedule one or more interviews before appointment is made.
5. All other contractual and non-affiliated personnel will be interviewed by the appropriate administrator and/or Interview Committee, and the President will recommend employment to the Board of Trustees.
6. Any employee may be suspended by the president or his/her designee, subject to review by the President, to protect the integrity of the college. All suspensions will be reviewed by the Board of Trustees.
7. Unless otherwise stated in a collective bargaining agreement or individual contract, all college employees are "at will" employees whose employment at the college can be terminated for any reason by Board action.
8. A reduction of any position can occur because of lack of work, lack of funds, or an emergency that curtails normal operations at the college.
9. Recommendations for termination or non-renewal of contracts will be reviewed by the Board of Trustees for final decision.

Date of Adoption: 3/26/85

Revised: 6/27/89, 2/26/92, 12/16/97, 1/25/00