

ARTICLE 13 PROFESSIONAL RESPONSIBILITIES AND DISCIPLINE

13.1 Professional Responsibilities

The District and the Association agree that bargaining unit members are professional faculty employees and as such they complete their work assignments with a significant amount of autonomy and freedom, and with minimal supervision, Further, unit members are expected to complete their work assignments in a way that meets or exceeds the highest standards of their professions, disciplines and affiliated professional associations.

Unit members are expected to meet their position requirements as defined in Articles 10 and 11 of this agreement, by their original hiring position description, by the stated job description for their position in existing District policies and procedures manuals, and as defined by the member's individual tenure or employment review documentation. Unit members are expected to comply with all the rules and regulations, policies and procedures established by the District that are relevant to their work assignments. Unit members are expected to comply with all applicable provisions of this contract, and with all applicable provisions of federal, state, and local law and of the California Education Code that govern faculty responsibilities and employer/employee relations.

The District agrees to establish rules, regulations, policies, and procedures related to unit members' working conditions and work assignments that are clear and comprehensible, appropriately utilizing the existing shared governance and representational bodies and processes in this establishment. The District agrees to make available to all unit members clear and precise documentation to support the District's expectations for unit members in their work assignments. The District is expected to comply with all applicable provisions of this contract, and with all applicable provisions of federal, state, and local law and of the California Education Code that govern District responsibilities to faculty and employer/employee relations.

13.2 Discipline

13.2.1 General

The District and the Association agree that the main purpose of disciplinary action is to correct or modify the behaviors of unit members that are deemed to be unprofessional or unsatisfactory. Punitive measures are to be undertaken only when less coercive means of discipline have failed to affect the conduct of the unit member.

As per California Education Code §87732, no regular employee or academic employee shall be dismissed except for one or more of the following causes: