

EMPLOYEE PERFORMANCE
SUSPENSION

DLB
(LOCAL)

**Paid Administrative
Leave and
Suspension**

The District President may place any employee on paid administrative leave at the District President's discretion either:

1. Pending the investigation of a complaint or allegation of wrongdoing against the employee; or
2. When the District President determines such placement is in the best interest of the College and/or the employee.

**Unpaid
Administrative Leave
and Suspension**

As a disciplinary measure, the District President may suspend an employee without pay after evidence of, or finding of, gross misconduct.

The District President may suspend a faculty member without pay after evidence of, or a finding of, gross misconduct, or after a complaint hearing has been requested by the faculty member and the scheduled hearing has been postponed at the request of the faculty member. In this case, the effective date of the suspension without pay will be from the date on which the hearing was scheduled.

If a finding of gross misconduct is ultimately overturned by the District President or designee, or, in the case of a faculty member, by the Board, then the unpaid suspension will be reversed, and suspended salary will be paid to the employee retroactive to the date the employee was placed on unpaid suspension.