

Collective Bargaining Agreement between
RIVERSIDE COMMUNITY COLLEGE DISTRICT
and
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
CHAPTER #535



AFL-CIO

July 1, 2021 to June 30, 2024

Article XXX - DISCIPLINARY ACTION AND DUE PROCESS

A. Disciplinary Action (Ed. Code 88001(e), 88013)

“Disciplinary action” includes any action whereby a unit member is deprived of any classification or any incident of any classification in which they have permanence, including dismissal, suspension, demotion, or any reassignment, without his or her voluntary consent, except a layoff for lack of work or lack of funds.

No disciplinary action shall be taken for any cause that arose prior to the unit member becoming permanent, or for any cause that arose more than two years preceding the date of the filing of the notice of cause, unless the cause was concealed or not disclosed by the unit member when it could be reasonably assumed that the unit member should have disclosed the facts to the employing district.

B. Causes for Disciplinary Action

The continued employment of permanent unit members is contingent upon proper performance of assigned duties and personal fitness. A permanent unit member may be demoted, suspended, or dismissed for cause, which shall include, but not be limited to, the following:

1. Unsatisfactory fulfillment of job responsibilities, such as:
 - a. Incompetence or inefficiency.
 - b. Insubordination (including, but not limited to, refusal to do assigned work).
 - c. Willful or persistent violation of the Education Code or policies of the Board of Trustees.
2. Unsatisfactory attendance, such as:
 - a. Abuse of leave privileges.
 - b. Absence or repeated tardiness without authority.
 - c. Abandonment of position.
3. Unsatisfactory personal habits, such as:
 - a. Consuming alcoholic beverages or illegal drugs, including medical marijuana, while on duty.
 - b. Reporting to work under the influence of alcohol or illegal drugs, including medical marijuana.
 - c. Immoral conduct while on duty.
 - d. Conviction of a felony or any crime involving moral turpitude.
 - e. Dishonesty or theft while on duty.
 - f. Discourteous, offensive or abusive conduct or language toward other employees, students or the public while on duty.
 - g. Any conduct inimical to the welfare of the District, the students or the employees thereof.
 - h. Falsification or violation of the Oath of Allegiance or any other District document.
 - i. Engaging in political activity during assigned hours of employment.