

Palm Beach State College

Board Policy

TITLE	Grounds for Termination of Employment – All Instructors or Administrators	NUMBER 6Hx-18-5.44
LEGAL AUTHORITY	1001.64 FS, 1001.65 FS; 6A-14.0411 SBE, 6B-1.006 SBE	PAGE 1 of 2
DATE ADOPTED/AMENDED	Formerly P352.11; Readopted 2/27/1975; Amended 6/19/2001, 5/12/2009	

Any instructor or administrator may be suspended by the President, or be dismissed, or have a contract not renewed by the District Board of Trustees upon the recommendation of the President, for good cause including, but not limited to, any of the following reasons:

1. Immorality: Defined as conduct sufficiently notorious to bring the individual concerned or the educational profession into public disgrace or disrespect and impair the individual's service at the College or in the community.
2. Misconduct in office: Defined as deliberate, persistent, unlawful, or improper conduct by an individual which violates established rules, policies, directives, or guidelines for performing assigned duties; negligent failure of an employee to perform the duties assigned to the employee; abusive or excessive use by an individual of alcohol or other debilitating intoxicants, drugs, or narcotics which impair the effective performance of professional duties or diminish the confidence of the Board or the President in the individual; participation by an individual in disruptive activities which interfere with the normal operation of the College; mismanagement of public funds or trusts; falsification of records, divulgence of confidential College information; or a violation of the Code of Ethics of the Education Profession in Florida as adopted by the State Board of Education.
3. Incompetency: Defined as an inability or lack of fitness to discharge the required duty as a result of inefficiency or incapacity in one's assigned duties.
 - a. In the determination of what constitutes inefficiency, the College may consider repeated failure to perform duties; repeated failure on the part of the instructor to communicate with and relate to students in the classroom to such an extent that students are deprived of minimum educational experience; or repeated failure on the part of an administrator or supervisor to communicate with and relate to teachers and students under his/her supervision to such an extent that the programs for which he/she is responsible are seriously impaired.
 - b. In the determination of what constitutes incapacity or inability, the College may consider a lack of emotional stability; a lack of adequate physical ability; a lack of general educational background; or a lack of adequate command of the area of specialization or job description.

4. Gross insubordination: Defined as an intentional, constant, or continuing refusal to obey a direct order, reasonable in nature, and given by and with proper authority.
5. Willful Neglect of duty: Defined as deliberate or negligent continued failure of an employee to perform the duties assigned to him; or a deliberate or negligent violation of the Code of Ethics of the Education Profession in Florida as adopted by the State Board of Education.
6. Drunkennes: Defined as that condition which exists when an individual publicly is under the influence of alcoholic beverages or drugs to such an extent that normal faculties are impaired; or conviction by a Court of Law, or a finding of guilt by a court regardless whether adjudication of guilt is withheld, on the charge of drunkenness, driving while intoxicated, or abusive use of drugs or narcotics.
7. Conviction of any crime involving moral turpitude: Defined as a crime that is evidence by an act of baseness, vileness, or depravity in the private, professional or social duties which a person owes to another or to society in general, contrary to the accepted and customary rules of right and duty between people.
8. Good and sufficient reasons, including but not restricted to instances where an instructor or an administrator:
 - a. Has refused to comply with State Board of Education Regulations;
 - b. Has refused to comply with the rules and regulations of the District Board of Trustees;
 - c. Has been convicted of a misdemeanor, felony, or any other criminal charge other than a minor traffic violation;
 - d. Has been found guilty of personal conduct which severely reduces the employee's effectiveness as an employee of the District Board of Trustees;
 - e. Has secured or maintained a position with the College through deceptive or fraudulent means;
 - f. Has participated in disruptive activities which interfere with the normal operation of the College; or
 - g. Has conducted himself/herself in a deleterious or corrupt manner before or with one or more students.