

Nonrenewal

An employee may be nonrenewed by the College President at the end of the employee's contract term. The employee may be nonrenewed for any reason or no reason provided that the decision shall not be based on an employee's exercise of rights guaranteed by law or be based unlawfully on an employee's race, color, religion, sex, national origin, disability, or age.

The employee may request an appearance before the Board providing that a request for such appearance is made in writing to the College President within ten days of the employee's receipt of the letter of nonrenewal. The College President shall notify the employee of the date of the appearance and the procedures to be followed. Notice shall be given at least ten days prior to the scheduled appearance.

**Grievance Filed
Under Education
Code 51.960**

The Board designates the College President as the person to whom a faculty member may present a grievance under Education Code 51.960 on an issue related to his or her nonrenewal.

It is recommended that the faculty member file a request to present the grievance within ten business days after final action on the nonrenewal proceeding.

Once a request to present a grievance has been filed, the conference shall be scheduled within seven business days.

The faculty member may appeal the decision of the College President under DGBA beginning at the appropriate level.