

Appointments

Except as provided by Board Policy, Article 3B of the Illinois Public Community College Act, specific contract terms or otherwise by applicable law, all professional staff members of the College are employed by the Board of Trustees at-will and are subjected to dismissal at any time and without notice or cause.

Initial Appointments

The initial appointment of all professional staff members including, but not limited to, the President of the community college, other administrative personnel, supervisory personnel, and all teachers and faculty members, shall be made by the Board of Trustees. Such initial appointments, except in the case of the President, shall be made only after receiving a recommendation thereon from the President. The President shall make no recommendation unless and until all qualification and references of the proposed staff member have been thoroughly reviewed by the President or some person designated by the President.

Subsequent Appointments

Following the initial appointment of a professional staff member, the Board of Trustees, at its own initiative or the initiative of the President, may consider the renewal of or a further notice of appointment or employment for any professional staff member. Upon such consideration, except in the case of faculty member as defined in Article 3B of the Illinois Public Community College Act, pertaining to tenure, and herein, the Board may either retain such staff member or dismiss such staff member with or without cause.

Tenure Rights of Faculty

Faculty members shall be entitled to tenure rights as provided by Article 3B of the Illinois Public Community College Act. Except as provided in said Article 3B, no employee of the College shall be entitled to tenure rights.

Classification of Employees

All employees employed by the Board of Trustees shall be classified for purposes of determining such employee's eligibility for right pursuant to Article 3B of the Illinois Public Community College Act pertaining to tenure. Such classifications shall include, but are not limited to, professional staff member, a full-time employee, or a faculty member (other than a supervisor, administrator, or clerical employee). In the event an employee disputes such classification, the employee shall notify the President, who will advise the Board of Trustees of such dispute. The Board shall consider such employee's classification and notify the employee of its determination. In the event an employee fails to dispute such classification; it shall be conclusively presumed that such employee concurs in such determination. Any individual performing services for the Board of Trustees of the College who is not an employee of the Board or College may be specifically

advised that he or she is not an employee for tenure purposes or otherwise. Such individuals may include, for example, those performing services under the Job Training and Placement Act.

Evaluation

Refer to the current bargaining agreement regarding language in reference to evaluation of non-tenured and tenured faculty members.

Dismissal of Non-Tenured Faculty Members

Non-tenured faculty members shall be subject to dismissal as provided by the Illinois Public Community College Act.

Dismissal of Tenured Faculty Members

Tenured faculty members shall be subject to dismissal as provided by the Illinois Public College Act.

Adopted:
Amended: September 19, 2006; January 16, 2018
Legal Ref: