

**WESTERN NEBRASKA COMMUNITY COLLEGE
POLICIES AND PROCEDURES**

SECTION: Human Resources 400.0000.14
SUBSECTION: All Employees 415.0000.15

Dismissal
Policy Number: 415.1500.79

POLICY

The Board may suspend or dismiss an employee for incompetence, immorality, intemperance, cruelty, crime against the laws of the State of Nebraska, neglect of duty, general neglect of the business of the College, unprofessional conduct, or physical or mental incapacity. Notice of dismissal or suspension shall be given in writing by the Secretary of the Board. Such notice shall include the reasons for suspension or dismissal. Any discharged employee desiring a hearing before the Board may obtain a hearing by a request made in writing and delivered to the Board within five days after receiving said notice. The Board shall hold the hearing not less than ten days after the request for a hearing has been received. Notice of time and place of said hearing shall be delivered to the employee by registered mail. The employee will be similarly notified of the decision of the hearing.

DEFINITIONS

N/A

APPLICABILITY

N/A

Adoption Date: 1979

Revision Date (and Board of Governors' Minutes Item Number):

Prior Policy/Procedure Number:

Schedule for Review:

Divisions/Department Responsible for Review and Update:

Sponsoring Division/Department:

Rescinded Date:

Cross Reference:

Procedure(s) for Policy:

Related Policies/References: