

AGENDA ITEM 10.d.ii

Revision to Board Policy No. 6018 Termination

RECOMMENDED DIRECTIVE: The board hereby approves the revision to the *Board Policy No. 6018 Termination*.

DISCUSSION:

Reason for the revision of the policy

The changes are made to improve the general appearance of the policy, provides more clarity and definitions for necessary sections.

Page one added appropriate language to provide for reasonable accommodation to comply with the Americans with Disabilities Act and to further spell out the 14 day notice period and keep it consistent throughout the policy.

Page two added appropriate language to clarify the provision requiring the contact with an employee who is not at work duty to provide for better documentation of the attempts and direction to the supervisor. The addition 4. E is to clarify that employees who are terminated under this section of the policy have the option to grieve.

The rest of the changes are numbering of the sections, capitalization of the headings to make reading and locating information easy as well as improving the general look of the policy and make it easier to cite and reference.

Desired outcome of the recommendation

The changes discussed above will make the policy stronger, improve clarity and understanding, and the general look of the policy. The changes are necessary to improve compliance, implementation, and the policy over all.

Approval process followed

The policy was reviewed by the legal counsel, then Human Resources Committee and Staff/Faculty Senate during the spring 2017 semester. The final version was reviewed and endorsed by Executive Committee on August 29, 2017.

Proposed implementation date

It is recommended that the effective date shall be the date the board approves the policy.

ACTION TAKEN:

- _____ Approved as presented
- _____ Approved w/ modifications
- _____ Disapproved
- _____ Deferred to a later meeting

VOTE:

_____aye _____nay _____abstain

DATE: _____