Chapter 495E-400 WAC

FACULTY TENURE, DISMISSAL, AND REDUCTION IN FORCE

WAC 495E-400-010 Applicable law. Faculty tenure, dismissal, and reduction in force of the faculty of Renton Technical College shall be governed by the laws of the state of Washington, these rules, and applicable collective bargaining agreement(s).

WAC 495E-400-020 Definitions. In addition to the definitions given in chapter 28B.50 RCW, as used herein the term:

(1) "Appointing authority" shall mean the board of trustees for Renton Technical College and College District 27.

(2) "President" shall mean the president of Renton Technical College.

WAC 495E-400-030 Evaluation of probationer by review committee. The criteria considered by the review committee evaluating a faculty probationer shall include, without limitation: Teaching skill, relationships with students, staff, and administrators, knowledge of the subject matter he/she is charged with teaching, and overall contribution to the college.

WAC 495E-400-040 Faculty statement on maintaining professional competency. A tenured faculty member shall maintain professional competency in teaching skills and his/her particular discipline, through pursuit of a related organized course of study, research, inservice training, conference attendance, additional vocational experience, and maintenance of certification.

WAC 495E-400-050 Grounds constituting sufficient cause. Sufficient cause for dismissal or removal of a faculty member shall include any unlawful act of violence, any unlawful act resulting in destruction of college property, conviction of a felony, sexual harassment, any unlawful interference with the orderly conduct of the educational process, incompetence, failure to perform an assignment or duty required by law or contract or layoff and/or reduction in force.

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