

60206 Appointment Terms; Non-Reappointment, Discipline and Dismissal

- (1) During Probationary Period: A newly employed full-time professional employee is subject to a two-year probationary period. During the two-year probationary period, the College may terminate the appointment (contract) and employment at any time, without cause.
- (2) At Expiration of Any Appointment Term: The College may terminate the employment of a professional employee (other than a full-time faculty member), without cause, at the expiration of any annual or other term of the employee's appointment (contract), by not re-appointing the employee.
- (3) During Appointment Term after Probationary Period: After the first two years of employment by the College, the College may dismiss a professional employee during the annual or other term of the employee's appointment (contract) for just cause. The President may establish procedures for such dismissals, which procedures shall provide for due process.

The term "just cause" shall include incompetency, neglect of duty, unprofessional conduct, insubordination, immorality, physical or mental incapacity, other conduct which interferes substantially with continued performance of duty, or a change in circumstances necessitating a reduction in the number of staff.

- (4) Full-time Faculty Employee after Probationary Period: Dismissal of a full-time faculty employee from employment after the faculty employee has completed his/her two year probationary period is governed by NEB. REV. STAT. §§ 85-1528 to 85-1534.01. The College will comply with those state statutes in connection with any such dismissal. The President may establish procedures for such dismissals, which procedures shall provide for due process.

An individual hired to fulfill the duties of a full-time faculty employee who is on leave of absence shall not be deemed to be serving any part of his/her probationary period during the period the individual is on leave of absence, and shall not accrue rights under NEB. REV. STAT. §§ 85-1528 to 85-1534.01 during such period.

- (5) The President is authorized to establish procedures for the implementation of this policy, and further authorized to establish general work expectations and procedures for the discipline of professional employees.

(Amended 11/24/87; Amended 8/25/15)