

ARTICLE 17

TEMPORARY SUSPENSION PAID ADMINISTRATIVE
LEAVE WITH PAY

- 17.1 When the President determines that there exists strong and compelling evidence, the President may temporarily suspend with pay ~~issue~~ place a faculty unit employee on paid administrative leave with pay to a faculty unit employee for reasons related to ~~the safety of students, the campus community, and/or the faculty unit employee receiving the notification.~~ the safety of persons or property students, any member of the campus community, and/or the faculty unit employee receiving the notification, (a) ~~the safety of persons or property~~ students, any member of the campus community, and/or the faculty unit employee receiving the notification, (b) the disruption of programs and/or operations, (c) pending investigation to determine whether formal disciplinary action is warranted ~~investigation for formal notice of disciplinary action;~~ or (d) safety of property.
- 17.2 The President shall notify the faculty unit employee in writing of the immediate effect of an ~~temporary suspension~~ paid administrative leave with pay, and whether the ~~temporary suspension~~ paid administrative leave with pay is related to ~~the safety of students, the campus community, and/or the faculty unit employee receiving the notification.~~ (a) the safety of ~~persons or property~~ students, any member of the campus community, and/or the faculty unit employee receiving the notification, (b) the disruption of programs and/or operations, (c) pending investigation to determine whether formal disciplinary action is warranted ~~investigation for formal notice of disciplinary action;~~ or (d) safety of property.
- 17.3 The President shall notify the CFA whenever a faculty unit employee has been ~~temporarily suspended~~ placed on paid administrative leave with pay, provided that the ~~suspended~~ faculty unit employee first consents to such notification to the CFA. Such notification shall take place within seven (7) days of the date the faculty unit employee is notified.
- 17.4 The President may terminate or extend an ~~temporary suspension~~ paid administrative leave with pay and shall so notify the faculty unit employee ~~in writing with an explanation consistent with this article.~~ When an administrative leave with pay is terminated due to the absence of threats to the safety of students, the campus community, or the faculty unit employee or due to no finding of misconduct or no plan for reprimand or discipline,

~~the CSU shall ensure that the faculty members' Personnel Action File is free from any documents connected to the underlying paid administrative leave. Faculty may correct their Personnel Action Files to be consistent with the 2025/6 change. Records relating to an administrative leave with pay shall be maintained by the CSU for administrative purposes; however, in the absence of a finding of misconduct, a determination of threat to safety, or a decision to impose reprimand or discipline, such records shall not be included in the faculty member's personnel file accessible to peers, nor be used for any personnel decision. Administrative leave with pay is not considered discipline.~~

- 17.5 Unless earlier terminated by the President, ~~an temporary suspension~~ **paid administrative leave with pay**, including any extension of ~~an temporary suspension~~ **paid administrative leave with pay**, shall automatically terminate upon the service of formal notice of disciplinary action or sixty (60) calendar days after its commencement, whichever first occurs. ~~Extension of the sixty (60) calendar days should be rare and requires a written explanation and reasonable timeline for conclusion.~~
- 17.6 At the time a faculty member is informed that they are ~~suspended with pay~~ **placed on paid administrative leave with pay**, the faculty member shall be provided with a report summarizing the strong and compelling evidence in the possession of the President which is the basis for the President's decision to invoke ~~temporary suspension~~ **paid administrative leave with pay**. To the extent possible the report shall include the date, location, and description of the alleged incident(s) giving rise to the ~~suspension~~ **paid administrative leave with pay**, and the source(s) of the allegation(s) **and/or threats**. Nothing in this provision shall require the release of documents or information which would compromise the successful completion of ~~the~~ **an** investigation or endanger individuals who may be involved in ~~the~~ **an** investigation or prohibited by law. Upon receipt of the report described herein, the faculty member may provide a rebuttal statement and other relevant documentation.
- 17.7 Periods of ~~temporary suspension~~ **paid administrative leave with pay** shall be served on consecutive calendar days.

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