

ARTICLE 17

TEMPORARY SUSPENSION ADMINISTRATIVE LEAVE WITH PAY

- 17.1 When the President determines that there exists strong and compelling evidence, the President may ~~temporarily suspend~~ place a faculty unit employee on paid administrative leave with pay ~~a faculty unit employee~~ for reasons related to (a) the safety of 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; or (d) safety of property. ~~(a) the safety of persons or property, (b) the disruption of programs and/or operations, or (c) investigation for formal notice of disciplinary action.~~
- 17.2 The President shall notify the faculty unit employee in writing of the immediate effect of an administrative leave with pay ~~temporary suspension~~, and whether the administrative leave with pay ~~temporary suspension~~ is related to (a) the safety of 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; or (d) safety of property. ~~(a) the safety of persons or property, (b) the disruption of programs and/or operations, or (c) an investigation for formal notice of disciplinary action.~~
- 17.3 The President shall notify the CFA whenever a faculty unit employee has been placed on administrative leave with pay ~~temporarily suspended~~, 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 administrative leave with pay ~~temporary suspension~~ and shall so notify the faculty unit employee. 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. Administrative leave with pay is not considered discipline. An administrative leave with pay, in and of

Commented [SG1]: The parties are in agreement with all other modifications with the exception of the below. CFA made the following proposal on 5/15/26 - 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.

The CSU made the following counter proposal on 3/28/26 - "The President may terminate or extend an administrative leave with pay ~~temporary suspension~~ and shall so notify the faculty unit employee. 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. Administrative leave with pay is not considered discipline. An administrative leave with pay, in and of itself, shall not constitute evidence of misconduct or serve as the basis for progressive discipline."

The CFA made the following counter proposal on 5/28/26 - "The President may terminate or extend an administrative leave with pay ~~temporary suspension~~ and shall so notify the faculty unit employee. 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. Administrative leave with pay is not considered discipline. An administrative leave with pay, in and of itself, shall not constitute evidence of misconduct or serve as the basis for progressive discipline or denial of reappointment, retention, tenure, promotion, range elevation, or eligibility for SSIs or PPIs."

The CSU is making a counter proposal.

itself, shall not constitute evidence of misconduct or serve as the basis for progressive discipline, denial of reappointment, retention, tenure, promotion, range elevation, or eligibility for SSIs or PPIs.

- 17.5 Unless earlier terminated by the President, an administrative leave with pay ~~temporary suspension~~, including any extension of a an administrative leave with pay ~~temporary suspension~~, shall automatically terminate upon the service of formal notice of disciplinary action or sixty (60) calendar days after its commencement, whichever first occurs.
- 17.6 At the time a faculty member is informed that they are placed on administrative leave with pay ~~suspended 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 administrative leave with pay ~~temporary suspension~~. To the extent possible the report shall include the date, location, and description of the alleged incident(s) giving rise to the administrative leave with pay ~~suspension~~, 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~~ administrative leave with pay shall be served on consecutive calendar days.