

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 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.
- 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.