

**Chapter 495E-400 WAC**  
**FACULTY TENURE, DISMISSAL, AND REDUCTION IN FORCE**

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**WAC**

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**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).

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-010, filed 6/21/93, effective 7/22/93.]

**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.

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-020, filed 6/21/93, effective 7/22/93.]

**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.

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-030, filed 6/21/93, effective 7/22/93.]

**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.

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-040, filed 6/21/93, effective 7/22/93.]

**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.

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-050, filed 6/21/93, effective 7/22/93.]

**WAC 495E-400-060 Reduction in force.** (1) Except in cases of financial emergency declared by the state board and acted on by the district board under RCW 28B.50.873, the president shall determine which program(s) and/or support services are most necessary to maintain the educational mission of the college and where and when any reduction in force of tenured or probationary faculty members will occur.

(2) The president shall give advance written notice of any program reduction which is likely to cause a reduction in force of faculty to interested faculty members and to the district board, which shall affirm, modify, or reverse that reduction subject only to judicial review.

(3) If the president determines that a reduction in force of faculty is necessary, the president shall conduct the reduction, in accordance with applicable collective bargaining agreements. Unless provided otherwise by an applicable agreement, the order of employee reduction will be based on seniority within the program or service being reduced. Unless provided otherwise by an applicable agreement, each affected tenured or probationary faculty member shall be given written notice of termination or reduced hours and an opportunity to seek review, which review may be initiated only by the faculty member filing with the president, within twenty days of receipt of the notice, a written request for review. Such review shall be limited to determining whether he/she is a proper employee to be terminated or reduced, and shall otherwise be made in accordance with RCW 28B.50.863 et seq. when appropriate.

[Statutory Authority: RCW 28B.50.140, [28B.50.]852 and 34.05.220. WSR 93-13-118, § 495E-400-060, filed 6/21/93, effective 7/22/93.]