



**DARE TO DO MORE**

**LAGUARDIA COMMUNITY COLLEGE GRIEVANCE APPEAL PROCESS**  
**(PSC/CUNY COLLECTIVE BARGAINING AGREEMENT)**

**Section 9.9:** When a College President determines not to make a recommendation to the Board for reappointment of a full-time member of the instructional staff or promotion of a full-time member of the instructional staff recommended to him/her by a College P & B Committee or other appropriate body, the individual affected by that decision shall be notified of the Committee's favorable recommendation and of the President's decision. The notice shall not state the reasons for the President's action.

Within (10) calendar days excluding Saturdays, Sundays and legal holidays, after receipt of said notice, the affected individual may submit to the President a signed request, for a statement of the reasons for the President's action. Within ten (10) calendar days excluding Saturdays, Sundays and legal holidays, after receipt of the request, the President shall furnish a written statement of his or her reasons to the affected employee.

The President shall not be required thereafter to justify his or her decision or his or her reasons.

**Section 9.10:** In the event that a full-time member of the instructional staff appeals through academic channels a negative decision regarding reappointment, a Certificate of Continuous Employment, or promotion, and the appeal is not successful, the individual shall be so notified by the President or his/her designee in writing.

**Section 9.11:** An individual who has received a statement of reasons pursuant to section 9.9 may not, upon appeal to the president, receive a second statement of reasons pursuant to section 9.10.

**Section 9.12:** The reasons referred to in Section 9.10 of Article 9 (Appointment and Reappointment) are understood to be the reasons of the President. Further, where no academic appeals procedure is in existence or where such currently existing procedures do not culminate in an appeal to the President there shall be a direct appeal to the President, and the academic channels in the first paragraph of Section 9.10 may be limited to direct appeal to the President.