

14-1A-04.

(A) (1) EXCEPT AS PROVIDED IN § 14-1A-05 OF THIS SUBTITLE, A VICE PRESIDENT OR PROGRAM DIRECTOR MAY REJECT A CLASSIFIED EMPLOYEE AT ANY TIME DURING PROBATION BY NOTIFYING THE PRESIDENT IN WRITING OF THE REJECTION AND THE REASON FOR IT.

(2) WHEN REJECTED, THE CLASSIFIED EMPLOYEE IS PERMANENTLY SEPARATED FROM THE POSITION.

(B) IF A CLASSIFIED EMPLOYEE IS ON PROBATION AS A RESULT OF A PROMOTION, THE EMPLOYEE:

(1) MAY BE REJECTED ONLY WITH THE CONSENT OF THE PRESIDENT; AND

(2) MAY APPEAL THE REJECTION IN ACCORDANCE WITH POLICIES ADOPTED BY THE BOARD OF REGENTS.

14-1A-05.

(A) A VICE PRESIDENT OR PROGRAM DIRECTOR MAY REMOVE A CLASSIFIED EMPLOYEE WHO HAS COMPLETED PROBATION ONLY FOR CAUSE.

(B) (1) SUBJECT TO PARAGRAPH (2) OF THIS SUBSECTION, THE BOARD OF REGENTS SHALL PRESCRIBE WHAT MAY CONSTITUTE CAUSE FOR REMOVAL AFTER PROBATION OF CLASSIFIED EMPLOYEES.

(2) (I) THE CAUSES FOR REMOVAL SHALL CONFORM TO THE CAUSES FOR REMOVAL OF CLASSIFIED SERVICE EMPLOYEES THAT THE SECRETARY OF PERSONNEL ADOPTS BY REGULATION.

(II) A CLASSIFIED EMPLOYEE MAY NOT BE REMOVED FOR ANY CAUSE PROHIBITED BY § 3-405 OF THE STATE PERSONNEL AND PENSIONS ARTICLE.

(C) A VICE PRESIDENT OR PROGRAM DIRECTOR MAY REMOVE A CLASSIFIED EMPLOYEE FOR CAUSE ONLY IF:

(1) WRITTEN CHARGES FOR REMOVAL ARE SUBMITTED TO THE PRESIDENT:

(I) BY THE VICE PRESIDENT OR PROGRAM DIRECTOR; OR

(II) SUBJECT TO THE APPROVAL OF THE PRESIDENT, BY ANY RESIDENT OF THE STATE;

(2) THE EMPLOYEE IS GIVEN A COPY OF THE CHARGES; AND

(3) THE EMPLOYEE IS GIVEN AN OPPORTUNITY TO BE HEARD ON APPEAL.

(D) (1) A CLASSIFIED EMPLOYEE MAY APPEAL THE CHARGES FOR REMOVAL TO THE PRESIDENT WITHIN THE TIME AND IN THE MANNER SPECIFIED IN POLICIES ADOPTED BY THE BOARD OF REGENTS.