

Human Resources

This optional procedure is due for review as part of the regular review cycle. There were no legal updates. The academic employees of the District have been addressed by BP 7210 Academic Employees, and additional procedures are not legally mandated. However, local practice, if any, may be inserted. The contents of any such procedure will be subject to consultation with the Academic Senate.

This is a 10+1. Mici 2-16-2023

Edits as noted. Nikki/Human Resources 2-16-2023

To Academic Senate 8-17-2023

AP 7210 ACADEMIC EMPLOYEES**References:**

Education Code Sections 87400 et seq., 87419.1, 87600 et seq., and 87482.8;
Title 5 Section 51025

Academic employees are all persons employed by the District in academic positions. Academic positions include every type of service, other than paraprofessional service, for which minimum qualifications have been established by the Board of Governors for the California Community Colleges, including qualifications required for specific disciplines by the California Code of Regulations, Commissions and State Law.

Faculty members are those employees who are employed by the District in academic positions that are not designated as supervisory or management. Faculty employees include, but are not limited to, instructors, librarians, counselors, and professionals in health services, DSPS, and EOPS.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. The Board of Trustees reserves the right to determine whether a faculty member shall be granted tenure.

The District may employ temporary faculty as required by the interests of the District. Temporary faculty may be employed full-time or part-time. The Board of Trustees delegates authority to the Superintendent/President to determine the extent of the District's needs for temporary faculty.

Notwithstanding this policy, the District shall comply with its goals under the Education Code regarding the ratio of full-time to part-time faculty to be employed by it and for making progress toward the standard of 75% of total faculty work load hours taught by full-time faculty.

The Board upon recommendation of the Superintendent/ President, shall employ academic personnel for categorically funded projects under written contracts which contain restrictive clauses. Categorically funded projects shall be defined as programs and services of indeterminate duration, funded by grants, contracts, and other agreements with external agencies. A

academic personnel not having previously established rights, and employed for a categorically-funded

project do not possess the due process rights which are possessed by probationary, permanent, or tenured employees.

The

Superintendent/President shall ensure that personnel for categorically-funded projects are employed and terminated in accordance with the Education Code.

[Also see BP 7210 Academic Employees](#)

Office of Primary Responsibility: Human Resources

Date Approved: May 18, 2010

Date Reviewed/Revised: