

## **BP 7210 Academic Employees**

Reference:

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

7210.1 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.

7210.2 Faculty members are those employees who are employed by the District in academic positions that are not designated as supervisory or management by the education code or the collective bargaining agreement. Faculty employees include, but are not limited to, instructors, librarians, counselors, and professionals in health services, DSPS, and EOPS.

7210.3 Non-tenured (contract/probationary) faculty shall be evaluated pursuant to the current COCFA Agreement and in accordance with the requirements of the Education Code. The Board reserves the right to determine whether a faculty member shall be granted tenure.

Tenured (regular) faculty shall be evaluated pursuant to the current COCFA Agreement.

7210.4 The District may employ temporary faculty from time to time as required by the interests of the District. Temporary faculty may be employed full time or part time. The Board delegates authority to the CEO to determine the extent of the District's needs for temporary faculty. Adjunct faculty shall be evaluated pursuant to the procedures stated in their collective bargaining agreement.

7210.5 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.

**Approved 05/14/08**