Human Resources

AP 7215 ACADEMIC EMPLOYEES: PROBATIONARY CONTRACT FACULTY

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Education Code, Sections 87600 et seq.

- 5 The District shall employ a faculty member for the first academic year of his or her
- 6 employment by contract. Any person who, at the time an employment contract is offered
- 7 to him or her by the District, is neither a tenured employee of the District nor a
- 8 probationary employee then serving under a second or third contract shall be deemed to
- 9 be employed for "the first academic year of his or her employment."
- 10 A faculty member shall be deemed to have completed his or her first contract year if he
- or she provides service for 75 percent of the first academic year.
- 12 Before making a decision relating to the continued employment of a contract employee,
- the following requirements shall be satisfied:
 - The employee shall be evaluated in accordance with the evaluation standards and procedures established in accordance with law and the collective bargaining agreement.
 - The Board of Trustees shall receive statements of the most recent evaluations.
 - The Board of Trustees shall receive recommendations from the President/ Superintendent.
 - The Board of Trustees shall consider the statement of evaluation and the recommendations in a lawful meeting of the Board.

22 First Contract (Year 1)

- If a contract employee is working under his or her first contract, the Board of Trustees, at its discretion, shall elect one of the following alternatives:
- Not enter into a contract for the following academic year,
 - Enter into a contract for the following academic year, or
- Employ the contract employee as a regular employee for all subsequent academic years.

29 Second Contract (Year 2)

- 30 If a contract employee is working under his or her second contract, the Board of Trustees,
- at its discretion, shall elect one of the following alternatives:
 - Not enter into a contract for the following academic year,
- Enter into a contract for the following two academic years, or

• Employ the contract employee as a regular employee for all subsequent academic years.

Third Contract (Years 3 and 4)

- If a contract employee is employed under his or her third consecutive contract, the Board of Trustees shall elect one of the following alternatives:
 - Employ the probationary employee as a tenured employee for all subsequent academic years or
 - Not employ the probationary employee as a tenured employee.
- 42 Notice of decision regarding continued employment of a probationary faculty employee shall
- be given to such employees in accordance with the provisions of Education Code Sections
- 44 87609 and 87610. The notice shall be by registered or certified mail to the most recent
- 45 address on file with the District Human Resources Office. Failure to give the notice as
- 46 required to a contract employee under his or her third consecutive contract shall be
- 47 deemed a decision to employ him or her as a regular employee for all subsequent
- 48 academic years.

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49 Offices of Primary Responsibility: Vice President, Academic Affairs

Vice President, Human Resources

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