

Human Resources

1 **AP 7215 ACADEMIC EMPLOYEES: PROBATIONARY CONTRACT**
2 **FACULTY**

3 **References:**

4 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
11 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,
13 the following requirements shall be satisfied:

- 14 • The employee shall be evaluated in accordance with the evaluation standards and
15 procedures established in accordance with law and the collective bargaining
16 agreement.
- 17 • The Board of Trustees shall receive statements of the most recent evaluations.
- 18 • The Board of Trustees shall receive recommendations from the President/
19 Superintendent.
- 20 • The Board of Trustees shall consider the statement of evaluation and the
21 recommendations in a lawful meeting of the Board.

22 **First Contract (Year 1)**

23 If a contract employee is working under his or her first contract, the Board of Trustees, at
24 its discretion, shall elect one of the following alternatives:

- 25 • Not enter into a contract for the following academic year,
- 26 • Enter into a contract for the following academic year, or
- 27 • Employ the contract employee as a regular employee for all subsequent academic
28 years.

29 **Second Contract (Year 2)**

30 If a contract employee is working under his or her second contract, the Board of Trustees,
31 at its discretion, shall elect one of the following alternatives:

- 32 • Not enter into a contract for the following academic year,
- 33 • Enter into a contract for the following two academic years, or

