

Human Resources

AP 7212 TEMPORARY FACULTY

References:

Education Code, Sections 87481, 87482 and 87482.5

The District may employ any qualified individual as a temporary full-time faculty member for a complete academic year, but not less than one semester during an academic year:

- based upon the need for additional faculty because a full-time faculty member has been granted leave for a semester or an academic year, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need, as determined by the governing board;
- such employment may be pursuant to an appointment fixing a salary for the entire semester or academic year; and
- with the understanding that no person shall be employed for more than two semesters within any period of three consecutive years, unless otherwise authorized by the Education Code.

Any person who is employed as a faculty member for not more than 67 percent of the hours per week that are considered a full-time assignment for regular employees having comparable duties shall be classified as a temporary employee, and shall not become a contract employee.

Service as a substitute on a day-to-day basis shall not be used for purposes of calculating eligibility for contract or regular status.

Screening for temporary faculty shall, insofar as possible, be conducted in accordance with District practices and procedures for employment of regular faculty. In particular, there shall be consideration given to principles of selection that assure the greatest opportunity for participation by underrepresented groups as required by District policies and procedures.

All temporary faculty employees shall perform specific duties under the direction of the designated management employee.

Offices of Primary Responsibility: Vice President, Academic Affairs
Vice President, Human Resources

Date Approved: 12/10/08

Date Reviewed: 5/15/19

Date Revised: 5/4/26