

Human Resources

1 BP 7210 ACADEMIC EMPLOYEES

2 References:

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

5 Academic employees are all persons employed by the District in academic positions.
6 Academic positions include every type of service, other than paraprofessional service, for
7 which minimum qualifications have been established by the Board of Governors for the
8 California Community Colleges.

9 Faculty members are those employees who are employed by the District in academic
10 positions that are not designated as educational administrators or managers. Faculty
11 employees include, but are not limited to, instructors, librarians, counselors, and
12 professionals in DSPS, and EOPS.

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14 Decisions regarding tenure of faculty shall be made in accordance with the evaluation
15 procedures established for the evaluation of probationary faculty contained in the
16 collective bargaining agreement and in accordance with the requirements of the
17 Education Code.

18 A bachelor's degree or the equivalent, from an accredited educational institution, shall be
19 the minimum degree requirement for obtaining tenure as a faculty member in the District.
20 The Board of Trustees reserves the right to determine whether a faculty member shall be
21 granted tenure.

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

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

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

Date Adopted: December 10, 2008

(Replaces former Cerritos CCD Policies 7000.2, 7000.3, 7200, and 7201)