

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.

Faculty members are those employees who are employed by the district in academic positions that are not designated as supervisory or management. Faculty employees include, but are not limited to, instructors, librarians, counselors, professionals in SAS and EOPS, and all faculty directors.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. If there is good or sufficient cause, the Board of Trustees may reserve the right to determine whether a faculty member shall be granted tenure.

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 superintendent/president to determine the extent of the district's needs for temporary faculty.

Contract Faculty

Every full-time faculty member (61-100 percent) shall be classified as a contract employee until such time as the faculty member is granted tenure. A minimum of one year and a maximum of four years of at least seventy-five percent (75%) of the school days in each academic year are required before tenure may be granted. A four-year tenure process will be the norm.

Regular Faculty

After the successful completion of the contract period, the employee shall be classified as a regular employee of the district.

Temporary Employee

A faculty member who is employed on an hourly basis, or on a contract basis to replace a faculty member on leave, is termed a temporary employee.

Part-Time (Associate) Faculty

Part-time faculty members are limited to a maximum of sixty-seven (67) percent of the hours per week considered a full-time assignment. Exceptions may be allowed. All associate faculty members are covered by a collective-bargaining agreement.

Student Teachers/Interns

The superintendent/president is authorized to approve training assignments at the college for student teachers, counselors, and librarian interns. Student teachers shall be considered faculty with respect to acts performed under the direction of district employees. Student teachers and interns under supervision of the regular teacher or other staff member may serve as assistants or teach a class without compensation.