

Coast Community College District
BOARD POLICY
Chapter 7
Human Resources

**BP 7901 Rights of Educational Administrators to Probationary
Faculty Position**

References:

Education Code 87458

A Coast Community College District (District) employee in an educational administrative position, who has not previously acquired tenured status as a faculty member in the District and who is not under contract in a program or project to perform services conducted under contract with public or private agencies or in other categorically funded projects of indeterminate duration, shall have the right to become a first-year probationary faculty member once his or her educational administrative assignment expires or is terminated if all of the following apply:

- (a) The process by which the Coast Community College District Board of Trustees (Board) reaches the determination shall be developed and agreed upon jointly by representatives of the Board and the Coast Community College District Academic Senates (Academic Senates), and approved by the Board. The agreed upon process shall include reasonable procedures to ensure that the Board relies primarily upon the advice and judgment of the Academic Senates to determine that the administrator possesses the minimum qualifications for employment as a faculty member. The process shall further require that the Board provide the Academic Senates with an opportunity to present its views to the Board before the Board makes a determination and that the written record of the decision, including the views of the Academic Senates, shall be available for review pursuant to Section 87358 of the California Education Code.
- (b) The administrator has completed at least two years of satisfactory service, including any time previously served as a faculty member, in the District.
- (c) The termination of the educational administrative assignment is for any reason other than dismissal for cause.
- (d) There is a full-time faculty position available in the District for which the educational administrator meets minimum qualifications.
- (e) This Policy shall apply to every educational administrator whose first day of paid service in the District as a faculty member or an administrator is on or after July 1, 1990.

Adopted June 20, 1990
Renumbered from CCCD Policy 050-1-16, Spring 2011
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