

ACADEMIC ADMINISTRATOR RETREAT RIGHTS TO FACULTY POSITIONS	2070
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Philosophy (Section A)

The San Luis Obispo County Community College District shall establish faculty hiring procedures and guidelines to provide for highly qualified College faculty who are expert in their subject areas, skilled in teaching and serving the needs of a varied student population, able to foster overall e College effectiveness, and sensitive to and themselves representative of the racial and cultural diversity of the adult population of the State of California.

The Board of Trustees, represented by the administration, has the principal legal and public responsibility for ensuring effective hiring and reassignment processes. The faculty, represented by the Academic Senate, has an inherent professional responsibility to ensure the quality of its faculty peers. The process by which the Board reaches the determination as to whether or not the administrator possesses the minimum qualifications for employment as a faculty member at Cuesta College shall be developed and agreed upon jointly by representatives of the Board and the Academic Senate, and approved by the Board.

Criteria (Section B)

Administrators hired prior to July 1, 1990, received faculty tenure after two (2) years of service.

This policy shall apply only to educational administrators whose first day of paid service in the District, as a faculty member or an administrator, is on or after July 1, 1990. A tenured employee, when assigned from a faculty position to an administrative position, retains status as a tenured faculty member.

Administrators hired after July 1, 1990 shall have the right to become first-year probationary faculty members. The reassignment of an administrator to a faculty position is subject to all of the following provisions:

1. The administrator has completed at least two (2) years of satisfactory service, including any time previously served as a faculty member, in the District.
2. The termination of the administrative assignment is for any reason other than dismissal for cause). In no case shall this District reassign an administrator to a faculty position if evidence exists that justifies dismissal for cause.
3. The creation of any new faculty position necessary to accommodate an administrator's retreat shall be subject to all standard District policies and procedures.
4. The reassignment will not cause the layoff of any regular faculty member except in cases wherein the administrative position is being eliminated and the District cannot add a new faculty position by either consolidating or creating a new position, and the retreating administrator has greater seniority over other faculty. Every attempt will be made so that the reassignment will not result in a layoff of regular faculty.
5. Faculty seniority for administrators exists only for administrators with previous service to the District as regular faculty. Seniority shall be based on the date of first paid service in a probationary position as a faculty member of the District, excluding those periods when no service as a faculty member was provided to the District.
6. The administrator to be reassigned shall possess and demonstrate the academic preparation, and classroom teaching skills expected of a newly hired regular faculty member.
7. The administrator shall be assigned only to a discipline in which the administrator possesses the minimum qualifications for employment as a faculty member, as specified by the Education Code and Title 5 Regulations.

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1. The Superintendent/President will notify the Academic Senate, Management Senate and the Exclusive Representative for the faculty, Cuesta College Federation of Teachers (CCFT), that the District proposes to reassign an administrator to the faculty. The Superintendent/President will submit to the Academic Senate all documentation required to support the request.
2. In a case where a choice of teaching assignments is possible, the administrator to be reassigned should express a preference in writing. This preference will be considered by the Superintendent/President when notifying the Academic Senate of the reassignment.
3. The Academic Senate shall determine for which discipline or disciplines the administrator meets the State minimum qualifications. The Academic Senate will notify the Superintendent/President of its determination.
4. Within thirty (30) days of receiving the Superintendent/President's notice of proposed reassignment, the Academic Senate, after consultation with the affected division or department, will certify in writing through the Superintendent/President to the Board of Trustees whether the candidate for reassignment meets all of the criteria in Section B.
5. A written record of the Board's decision, including the views of the Academic Senate, shall be available for review.
6. Assignment, performance evaluation, salary, and other working conditions shall be in accordance with the Collective Bargaining Agreement between the San Luis Obispo County Community College District and the Cuesta College Federation of Teachers.

(Reference: Education Code 72411, 72411.5, 87413, 87414, and 87458)

(Approved: 6/5/91)

(Revised: 11/1/00, 2/04/04)