



Board Policy
Chapter 7 – Human Resources

BP 7212 TEMPORARY FACULTY

Definition

The term “temporary faculty” refers to all faculty with an hourly assignment. The term “temporary faculty” may be referred to in board policy or administrative regulations as either “hourly” or “part-time” faculty.

Recruitment and Selection

The actual employment of personnel is a discretionary function of the Board of Trustees according to State law and cannot be delegated. The Board, however, recognizes and embraces its further legal responsibility under Education Code Section 87360 to adopt hiring criteria, policies, and procedures for faculty which have been jointly developed and agreed upon with the Academic Senate.

Procedures and guidelines are established to employ highly qualified college faculty who are experts in their subject areas, who are skilled in teaching and serving the needs of a varied student population, who can foster overall college effectiveness, and who are sensitive to and themselves represent the diversity of the District community.

The Superintendent/President and the Academic Senate shall jointly develop and agree upon Administrative Regulations governing specific procedures for the hiring of faculty.

All offers of temporary employment are official only when approved by the Board of Trustees and issued from the Office of Human Resources.

Official employment begins on the date specified by the Board of Trustees at the election of an applicant.

Substitutes

Faculty substitutes with minimum qualifications, other than tenured and probationary academic personnel, may be employed on either an hourly or daily basis at the discretion of the Superintendent/ President or designee.

Dismissal

The Board of Trustees, in accordance with applicable provision of the Education Code, may terminate the employment of a temporary employee at its discretion at the end of a day or week, whichever is appropriate.

References: Education Code Sections 87481, 87482, 87482.5, and 87482.8

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