



AP 7250 ACADEMIC EMPLOYEES: EDUCATIONAL ADMINISTRATORS

References:

Education Code Sections 72411 et seq., 87002(b), 87358, 87454, and 87457-87460;
Government Code Section 3540.1(g) and (m)

An administrator is a person employed by the District in a supervisory or management position as defined in Government Code Sections 3540 et seq. and for which minimum qualifications have been established by the Board of Governors for the California Community Colleges. Educational administrators are those who exercise direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services programs of the District.

Compensation shall be set by the Board upon recommendation by the Superintendent/President. Educational Administrators shall further be entitled to health and welfare benefits made available by action of the Board upon recommendation by the Superintendent/President.

Educational administrators shall be entitled to vacation leave, sick leave, and other leaves as provided by law, these policies, and administrative procedures adopted by the Superintendent/President.

Pursuant to Education Code Section 87454, a tenured employee, when assigned from a faculty position to an educational administrative position, shall retain his/her status as a tenured faculty member.

For educational administrators who had not previously acquired tenure as a faculty member in the District, the agreed upon process for the Board of Trustees and the Academic Senate to determine whether an educational administrator has the right to become a first-year probationary faculty member once his/her administrative assignment expires or is terminated must meet all of the following criteria:

- a) The process shall require that the Board of Trustees provide the Academic Senate with an opportunity to present its views to the Board before it makes a determination and that the written record of the decision, including the views of the Academic Senate, shall be available for review pursuant to Education Code Section 87358.
- b) Until a joint agreement is reached pursuant to subdivision (a), the District process in existence on January 1, 1989, shall remain in effect.
- c) The administrator has completed at least two years of satisfactory service, including any time previously served as a faculty member, in the District.



- d) The termination of the administrative assignment is for any reason other than dismissal for cause.
- e) This section 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.

Notwithstanding the provisions in a-e above, educational administrators whose first day of paid service in the District without a break in service precedes July 1, 1990, the Board shall, with respect to each person who is employed in an administrative or supervisory position requiring certification qualifications under a contract of employment, grant or deny the educational administrator regular classification as a faculty member. If the Board grants the classification, the person shall be classified as and become a regular employee as a faculty member.

Approved: March 7, 2016