



RANCHO SANTIAGO
Community College District

*Building the Future through
Quality Education*


[Discover RSCCD](#)
[Trustees](#)
[Departments](#)
[For Business](#)
[Faculty & Staff](#)
[For Students](#)
[Employment](#)
[Bond Projects](#)
[Foundation](#)

Board Policies - Human Resources

[Board Members](#)
[Trustee Areas](#)
[Agendas & Minutes](#)
[Board Meetings](#)
[Board Committees](#)
[Board Responsibilities](#)
[Mission & Goals](#)
[Notice of Public Hearings](#)
[Public Presentations](#)

RESOURCES

- [Board Policies](#)
- [Administrative Regulations](#)
- [District Planning](#)

BP 7210 Academic Employees

Reference:

Education Code Sections 87400 et seq., 87419.1; 87600 et seq., and 87482.8; Title 5 Section 51025

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, and professionals in health services, DSPS, and EOPS.

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 and the collective bargaining agreement for full-time faculty. The Board reserves 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 Chancellor to determine the extent of the District's needs for temporary faculty.

Adopted October 28, 2013

