

BOARD POLICY 7250 ACADEMIC ADMINISTRATORS

An administrator is a person employed by the Board in a supervisory or management position as defined in Government Code Sections 3540 et seq.

Academic 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.

An academic administrator who has not previously acquired tenure as a faculty member in the District shall have the right to become a first year probationary faculty member once his/her administrative assignment expires or is terminated, if the following criteria are met:

- The administrator meets the criteria established by the District for minimum qualifications for a faculty position, in accordance with procedures developed jointly by the Chancellor and the Academic Senate and approved by the Board. The Board shall rely primarily on the advice and judgment of the Academic Senate to determine that an administrator possesses minimum qualifications for employment as a faculty member.
- The requirements of Education Code Section 87458, or any successor statute, are met with respect to prior satisfactory service and reason for termination of the administrative assignment.
- A person employed in an administrative position that is not part of the classified service, who has not previously acquired tenured status as a faculty member in the same 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 administrative assignment expires or is terminated if all of the following apply, per Education Code Section 87458:
 - The process by which the governing board reaches the determination shall be developed and agreed upon jointly by representatives of the governing board and the academic senate, and approved by the governing board. The agreed upon process shall include reasonable procedures to ensure that the governing board relies primarily upon the advice and judgment of the academic senate to determine that the administrator possesses the minimum qualifications for employment as a faculty member.
 - And the administrator has completed at least two years of satisfactory service, including any time previously served as a faculty member, in the district.

Educational administrators shall be compensated in the manner provided for by the appointment or contract of employment. Compensation shall be set by the Board upon recommendation by the Chancellor. Academic Administrators shall further be entitled to health and welfare benefits made available by action of the Board upon recommendation by the Chancellor.

Academic administrators shall be entitled to vacation leave, sick leave, and other leaves as provided by law, these policies, and administrative procedures adopted by the Chancellor.

The terms and conditions of employment for Academic Administrators shall be provided for by procedures developed by the Chancellor. Such terms and conditions of employment shall include, but not be limited to, procedures for evaluation and rules regarding leaves, transfers and reassignments

Reference:

Education Code Sections 72411 et seq., 87002(b), and 87457-87460;

Government Code Section 3540.1(g) and (m)

Administrative Procedures 7340, 7341, 7342, 7343, 7344, 7345, 7346, 7347, 7348, 7349, 7381, 7382

Replaces:

- Board Policy 3.59 Management Promotion Policy for Academic and Non-Academic Administrators
- Board Policy 3.60 Administrative and Executive Positions and Personnel
- Board Policy 3.61 Management Salaries
- Board Policy 3.62 Temporary Administrative Assignments
- Board Policy 3.63 Medical Examinations (Management and Confidential Employees)
- Board Policy 3.65 Evaluation of Administrator/Management Personnel
- Board Policy 3.66 Grievance Procedure – Management and Confidential Employees
- Board Policy 3.68 Vacation Leave (Management and Confidential Employees)
- Board Policy 3.70 Personal Illness or Accident
- Board Policy 3.71 Leave for Illness of Family Member
- Board Policy 3.72 Bereavement Leave
- Board Policy 3.73 Leave for Required Court Appearance
- Board Policy 3.74 Leave of Absence without Pay
- Board Policy 3.76 Occupational Disability Leave
- Board Policy 3.82 Sabbatical Leave Policy
- Board Policy 3.85 Administrators Leave
- Board Policy 3.86 Health & Welfare Benefits
- Board Policy 3.90 Re-Employment of Former Employee

Approved by the Board of Trustees: February 12, 2013