

## ADMINISTRATOR ASSIGNMENT TO A FACULTY POSITION

BP 5108

In accordance with AB1725, the Cabrillo College Community College District adopts the following policy on administrative retreat rights.

This policy does not apply to certificated administrators hired before June 30, 1990. A tenured employee, when assigned from a faculty position to an administrative position retains his or her status as a tenured faculty member. Administrators hired after June 30, 1990 shall have the right to become a first year probationary faculty member at the conclusion of their administrative assignment under the following conditions:

1. The administrator holds a position as an educational administrator and is not part of the classified service. For every administrative job title, the records of the district shall show whether or not it is an educational or a classified administrator position. Educational administrator means an administrator who is employed in an academic position designated by the Governing Board as having direct responsibility for supervising the operation of or formulating policy for the instructional or student services program of the college. Educational administrators include, but are not limited to, chancellors, presidents, and other supervisory or management employees designated by the Governing Board as educational administrators

OR

The administrator is part of the classified service, but at the time of the announcement of the position opening it was specified that the selected applicant could be certified by the Search and Selection Committee as possessing qualifications in a specified discipline or disciplines similar in experience and preparation to what would be expected of a newly hired faculty member. To qualify for reassignment under this provision means that the district may, at its discretion and if the reassignment would not cause the layoff of any contract or regular faculty member, offer such a reassignment to the classified administrator.

2. The administrator has served satisfactorily in the district at least two years including teaching.
3. The administrator is being dismissed for reasons other than for cause.  
To determine the discipline or location to which an administrator shall be assigned, the following shall apply:
  1. The administrator can be assigned only to a discipline in which he or she meets the minimum qualifications as specified by Title 5 or in which he or she holds a California community college credential. The Search and Selection Committee shall be responsible to inform the Governing Board of the discipline(s) in which the administrator meets the minimum qualifications or possesses the appropriate credential. The Governing Board shall provide the Faculty Senate with an opportunity to present its views to the Governing Board before the board makes a determination.
  2. In the event that an administrator acquires additional educational or work experience after the time of initial employment in the district, he/she may request certification of fulfillment of minimum qualifications. The AB 1725 Task Force will review the application and make a recommendation to the Superintendent/President who will recommend to the Governing Board. The Governing Board shall provide the Faculty

Senate with an opportunity to present its views before the Governing Board makes a determination.

Adopted: February 4, 1991