

## **RIGHT TO FACULTY STATUS FOR ADMINISTRATORS**

### **Procedure For Reassignment to Faculty Positions**

In accordance with Education Code Section 87458, the San Francisco Community College District adopts the following Procedure for Administrators to become probationary faculty.

This procedure 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.

Educational Administrators hired after the effective date can acquire the right to become first-year probationary faculty members as provided by Education Code Section 87458 and in accordance with this procedure. For the purposes of this procedure administrators hired into exempt positions shall not be considered educational administrators.

I. An administrator hired after June 30, 1990 who did not have faculty tenure in this district at the time of hire may be considered for reassignment to a first-year probationary faculty position at the appropriate faculty salary, provided that he or she meets all of the following:

A. Holds an administrative position that either:

1. Is an Educational Administrative position.<sup>1</sup>

For every administrative position, the records of the district shall show whether or not the position is an educational administrative position.

OR

2. Is not an Educational administrator but who is certified by the Academic Senate in consultation with the appropriate academic or student services department as possessing qualifications in a specified discipline or disciplines equal in experience and preparation to what would be expected of a newly hired faculty member, and who thereafter is designated by the Board as an educational administrator.

Upon the recommendation of the Chancellor and the approval of the Academic Senate at the time of hire, a person who is not an educational administrator and who lacks the required departmental qualifications may be given up to one year to complete such qualifications in order to be redesignated by the Board as an educational administrator.

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<sup>1</sup> California Education Code Section 87002

B. Has completed at least two years of satisfactory service, including any time previously served as a faculty member, in this district.

C. Is leaving the administration for any reason other than cause. In no case shall this district reassign an administrator to a faculty position if evidence exists that justifies dismissal for cause.

If the foregoing conditions are met, the District shall offer such a reassignment to the administrator in question; the reassignment will not cause the lay-off of any contract faculty member or the layoff of any part-time instructor.

II. To determine the discipline to which an administrator shall be placed, the following shall apply:

A. The administrator can be assigned only to a discipline in which he or she has at least the minimum qualifications as specified by the Education Code, Title 5, and locally determined qualifications above the state requirements. At the time of the Final Interview of the hiring process<sup>2</sup>, the Academic Senate in consultation with the appropriate academic or student services department(s) shall certify disciplines for which the administrator meets all the faculty qualifications in existence in the department at the time of hire as an administrator, and shall recommend to the Board of Trustees the discipline to which the administrator should be assigned.

B. The Board of Trustees shall rely upon this judgment. A written record of the Board's decision, including the views of the Academic Senate, shall be available for review pursuant to Education Code 87358.

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<sup>2</sup> See Administrative Hiring Procedures, section 9.6