

**SAN FRANCISCO COMMUNITY COLLEGE
DISTRICT POLICY MANUAL**

Title: ACADEMIC PERSONNEL – GENERAL PROVISIONS	Number: BP 3.01
Legal Authority: California Education Code Sections 70902, 72400, 87000 et seq., 87350 et seq., 87400 et seq., 87600 et seq. Title 5, CCR, Sections 53021et seq.	Related to CCLC BP 7210

The San Francisco Community College District shall employ and maintain a staff that is competently trained, unified in purpose and organization, and devoted to the cause of public education and to the broader cultural and political purposes of American Government. In administering this policy, the College shall observe all Federal, State, and local laws as well as District policies and administrative regulations bearing upon the recruitment, eligibility, selection, assignment, ranking, efficiency in service, promotion, transfer, tenure, resignation, dismissal, and retirement of all academic employees of the District.

In order to maintain a high quality of classroom instruction and to encourage continuing self-improvement by all faculty members, it shall be the policy of the Board to provide adequate opportunity for career advancement and professional development, especially in areas of culturally responsive, anti-racist, and inclusive pedagogy for all teaching employees within the teaching profession; and, to implement this policy, prior service in the District under any kind of appointment shall be given consideration in recruitment and selection of personnel.

The faculty member in the San Francisco Community College District is responsible to their supervisors, under whose direction the laws of the State of California as they affect education and the policies and regulations of the San Francisco Community College District shall be enforced.

Faculty members should understand that students are the highest priority, and that they should make every effort to achieve and sustain educational excellence. The Board expects that faculty members will be committed to their profession, that they will grow professionally, that they will collaborate with their faculty, staff, administrator, and student colleagues, and that they will be of service to students. A faculty member's full-time responsibility includes service for all days in the academic calendar, except summer session, and, where applicable, an obligation to evaluate each student's academic achievement in accordance with the pertinent College grading standards.

Recommended by Participatory Governance Council: October 6, 2022 Approved by Board of Trustees: December 8, 2022	Page 1 of 1
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