

CITRUS COMMUNITY COLLEGE DISTRICT HUMAN RESOURCES

AP 7408 Retreat Rights: Academic Administrators

Reference: Education Code Sections 87001, 87458, 87743

In accordance with Education Code Section 87458, the Board of Trustees of the Citrus Community College District, in cooperation with the Faculty Senate, adopts the following Administrator Retreat Rights procedure.

This procedure applies to academic administrators hired on or after July 1, 1990, in positions designated by the Governing Board as an academic administrator in accordance with the definition prescribed in Education Code Section 87001. An academic administrator employed in a position designated as categorical, as defined in Education Code Section 87470, is not eligible for retreat rights.

Candidates interviewed for all academic administrator positions with retreat rights are required, as a part of the interview process, to prepare and deliver a 10-15 minute presentation before the Selection Committee on a topic of the committee's choice.

A tenured employee, when reassigned from a faculty position to an administrative position, retains his or her status as a tenured faculty member and, upon making a written request to the Office of Human Resources, may retreat to a faculty status. In such cases, the Director of Human Resources shall inform the Academic Senate.

An academic administrator hired on or after July 1, 1990, and who has not previously acquired tenured status as a faculty member in this District, shall have the right to become a first year probationary faculty member once his/her administrative assignment expires or is terminated if all of the following apply:

1. The reassignment of an academic administrator would not cause the layoff of any contract (probationary), or regular (tenured) faculty member. Layoffs of faculty will only be done in accordance with the provisions of Education Code Section 87743.
2. The academic administrator possess the minimum qualifications for employment as a faculty member as determined by the current discipline list approved by the State Board of Governors and the current procedures in place for making that determination, including the equivalency process if applicable.

The current procedures in place primarily rely upon the advice and judgment of the academic senate. In addition, the individual selected to fill an academic

administrator position must qualify for a Faculty Service Area available in the District at the time of hire.

3. The governing board shall provide the academic senate with an opportunity to present its views to the governing board before the board makes a determination; and that the written record of the decision, including the views of the academic senate, shall be available for review pursuant to Education Code Section 87458.
4. The academic administrator has completed at least two years of satisfactory service, including any time previously served as a faculty member, in the District.
5. The termination of the academic administrator's assignment is for any reason other than dismissal for cause.

Board Approved	02/07/12
Desk Review	08/26/13
Desk Review	03/15/17