

## RECRUITMENT: CLASSIFIED STAFF

The recruitment of highly qualified classified employees is essential to the mission of the South Orange County Community College District. Classified employees are those who are employed in positions that are not academic positions.

The classified staff does not include:

- Substitute and short-term employees who are employed and paid for less than 75 percent of the fiscal year.
- Part-time apprentices and professional experts employed on a temporary basis for a specific project, regardless of length of employment.
- Full time and part-time students employed part time in any college work-study program or in a work experience education program conducted by the District.

The Chancellor shall develop Administrative Regulations to recruit highly qualified faculty to carry forward the mission of the South Orange County Community College District. The Chancellor shall develop administrative procedures to assure that the requirements of state law and regulations regarding the classified service are met.

All collective bargaining agreements between the Board of Trustees and the California School Employees Association shall be considered as policies of the Board of Trustees.

*Reference:*

*Education Code Sections 88003, 88004, 88009, 88013*