

ADMINISTRATIVE REGULATION 4091

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

ADMINISTRATIVE RETREAT RIGHTS

Administrators employed after July 1, 1990 shall have the right to become probationary, tenure track faculty members as provided by California Education Code and in accordance with the following conditions:

I. ADMINISTRATIVE RETREAT

A tenured faculty member, previously tenured within the District, shall retain their tenure status should they be promoted to an administrator position within the District. Tenured faculty retreating to service as faculty should be returned to the salary schedule in accordance with the CBA, and should accrue step advancement equivalent to their service as administrators.

An administrator without previous faculty tenure in the South Orange County Community College District at the time of employment may be reassigned to a first-year probationary, tenure track faculty position provided all of the following conditions are met:

- A. The employee occupies an administrative position that is not part of the classified service. For every administrative position title held, the records of the District shall indicate whether or not the position is part of the classified service or part of the academic service, and if part of the academic service whether it is an educational administrative position within the meaning of California Education Code.
- B. The employee has satisfactorily served full-time in the South Orange County Community College District for a minimum of two (2) years, including service as a tenure track faculty member or an educational administrator.
- C. The administrator is not under contract in a program or project to perform services conducted under contract with public or private agencies, or in other categorically funded projects of indeterminate duration.
- D. The employee is reassigned due to the elimination of their current position as part of an administrative reorganization; or, as part of a reduction in force among administrators; or, for reasons other than for the causes listed in the California Education Code as determined by the Chancellor, or designee, and approved by the Board of Trustees.
- E. The District shall assign the administrator to a discipline in which they possess at least the minimum qualifications specified by the California Education Code, Title 5 of the California Code of Regulations, and certified by the Academic Senate Presidents or designees. Qualifications obtained by the administrator after their original hire date may be considered in the Academic Senate's certification process.

- F. The District may deny an administrator's request for appointment to a first year faculty position if there is no position available to which the former administrator may be appointed.
- G. A minimum of two (2) years of successful faculty experience at a post-secondary lower-division/undergraduate institution in the discipline, or the equivalent, as determined by the local academic senate.

II. PRIOR TO RE-ASSIGNMENT:

The Academic Senate will be provided the opportunity to present its views to the Board of Trustees before the Board makes its final determination, and the written record of the decision, including the views of the Academic Senate, shall be available for review.

Placement on the Faculty Salary Schedule shall be made in accordance with the Faculty Collective Bargaining Agreement then in effect, and determined from the date of administrative hire. All subsequent years of service will accrue for placement on the Faculty Salary Schedule in the event of administrative retreat.

References:

California Education Code, Section 87458, 87002, 87732