

FACULTY EMPLOYMENT ON ANNUAL SALARY SCHEDULE

Faculty members who are employed for a permanent position on an annual salary schedule or basis shall be placed in one of the two following employee categories:

Contract - Probationary Employee (first-year, second-year, third-year or fourth year probationary employee)

Regular - Permanent Employee (an employee who has tenure or permanent status)

For continuing the employment or for the non-retention of a contract employee, one of the following actions must be taken.

Contract employee; first contract:

1. Enter into a contract for the following academic year, or
2. Grant tenure and rehire employee for second year and all subsequent years as a regular employee, or
3. Do not rehire - no hearing required, in which case the Governing Board must be furnished with:
 - a. all the evaluations, and
 - b. recommendations from President and Chancellor. (President's recommendations to Chancellor due on or before February 15.)

Whereupon the Governing Board must:

- a. take official action no later than March 15, and
- b. give academic employee written notice of non-renewal of contract and the reasons therefore on or before March 15.

Contract employee; second contract:

1. Enter into a contract for the following two academic years, or
2. Grant tenure and rehire employee for third year and all subsequent years as a regular employee, or
3. Not enter into a contract for the following academic year -- follow provisions for not rehiring probationary employee as per Education Code 87740 which requires proof of cause based on specified grounds and notice by March 15.

Contract employee; third contract:

1. Employ the probationary employee as a tenured employee for all subsequent academic years, or
2. Not employ the probationary employee as a tenured employee -- follow provisions for not rehiring probationary employee as per Education Code 87740 which requires proof of cause based on specified grounds and notice by March 15.

Education Code 87608, 87608.5, 87609