

**CONTRACTS FOR NEWLY HIRED FACULTY
FOR SPRING SEMESTER**

Existing Education Code Section 87740 (cause, notice and right of hearing for a probationary employee) is ambiguous and fails to distinguish faculty hired at mid-year from those on full contract (except those hired within less than 45 days of March 15).

Education Code Section 87482 allows issuance of a temporary contract for leave replacement, including sabbaticals. Temporary contracts do not have to be allocated 1:1 by position, but may be issued where a legitimate reduction in FTE exists Districtwide due to such leave.

The District will employ new faculty members whose service begins with the spring semester as first-year contract employees. However, under Education Code Section 87605, a faculty member cannot be deemed to have completed a first contract year if services provided are for less than 75% of the first academic year. Therefore, a mid-year probationary faculty's first semester of work cannot be applied toward the completion of a first contract year.