



BP 7212 PART-TIME AND TEMPORARY FACULTY

References:

Education Code Sections 87478, 87481, 87482, 87482.5, and 87482.8

The District may employ any qualified individual as a part-time (adjunct) faculty member or a temporary faculty member. The employment of those persons shall be based upon the need for faculty during a particular semester.

The District may employ temporary faculty as required by the interests of the District. Temporary faculty may be employed full-time or less than full-time.

Temporary Employee - (Long Term): Education Code Section 87482 provides: Notwithstanding the provisions of Section 87480, the District may employ an instructor for a complete academic year but not less than a complete semester during an academic year, any person holding appropriate certification documents, and may classify such person as a temporary employee. The employment of such persons shall be based upon the need for additional certificated employees during a particular semester because of the higher enrollment of students during that semester as compared to the other semester in the academic year, or because a certificated employee has been granted leave for a semester or year, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need, as determined by the Board of Trustees.

No person shall be so employed by the District for more than two semesters within any period of three consecutive years.

Notwithstanding any other provision to the contrary, any person who is employed as faculty for not more than 60 percent of the hours per week considered a full time assignment for permanent employees having comparable duties shall be classified as a temporary employee, and shall not become a probationary employee under the provisions of Section 87604.

Temporary Employee (Short Term): Education Code Section 87478 provides: Except as provided in Section 87481 and 87482, the District shall classify as temporary employees those persons employed in positions requiring certification qualifications, to fill positions of regularly employed persons absent from service.

After September 1 of any academic year, the Board of Trustees may employ, for the remainder of the academic year, in temporary status any otherwise qualified person who consents to be so employed in a position for which no regular employee is available, including persons retired from service under the State Teachers' Retirement System. Inability to acquire the services of a qualified regular employee shall be demonstrated to the satisfaction of the board of governors.



Any person employed for one complete school year as a temporary employee shall, if re-employed for the following academic year in a position requiring certification qualifications, be classified by the Board of Trustees as a contract employee and the previous year's employment as a temporary employee shall be deemed one year's employment as a contract employee for purposes of acquiring regular status.

Adopted: February 25, 2016

(Replaces current SBCC BP 1200, BP 1760 and BP 1770)