



**AP 7250                    ACADEMIC EMPLOYEES:  
   EDUCATIONAL ADMINISTRATORS**

**References:**

Education Code Sections 72411 et seq., 87002(b), 87358, 87454, and 87457-87460; Government Code Section 3540.1(g) and (m)

Compensation shall be set by the Board upon recommendation by the Superintendent/President. Educational Administrators shall further be entitled to health and welfare benefits made available by action of the Board upon recommendation by the Superintendent/President.

Educational administrators shall be entitled to vacation leave, sick leave, and other leaves as provided by law, these policies, and administrative procedures adopted by the Superintendent/President.

Compensation for educational administrators serving fewer than 12 calendar months shall bear the same ratio to the annual salary as the number of working days served bears to the total number of working days established for educational administrators.

Every educational administrator shall be employed by an appointment or contract of up to three years in duration. Educational Administrators shall be compensated in the manner provided for by the appointment or contract of employment.

Pursuant to Education Code Section 87454, a tenured employee, when assigned from a faculty position to an educational administrative position, shall retain his/her status as a tenured faculty member.

Pursuant to Education Code Section 87458, a person in an administrative position that is not part of the classified service, who has not previously acquired tenure status as a faculty member in the District and who 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, shall have the right to become a first-year probationary faculty member once the administrative assignment expires or is terminated.



The process by which the Board of Trustees reaches the determination shall be developed and agreed upon jointly by representatives of the Board and the Academic Senate, and approved by the Board. The agreed-upon process shall include reasonable procedures to ensure that the Board relies primarily upon the advice and judgment of the Academic Senate to determine that the administrator possesses the minimum qualifications for employment as a faculty member and the District has a vacancy for which the administrator meets minimum qualifications.

- A. The process shall require that the Board of Trustees provide the Academic Senate with an opportunity to present its views to the Board before it makes a determination and that the written record of the decision, including the views of the Academic Senate, shall be available for review pursuant to Education Code Section 87358.
- B. Until a joint agreement is reached pursuant to subdivision (a), the District process in existence on January 1, 1989, shall remain in effect.
- C. The administrator has completed at least two years of satisfactory service, including any time previously served as a faculty member, in the District.
- D. The termination of the administrative assignment is for any reason other than dismissal for cause.
- E. This section shall apply to every educational administrator whose first day of paid service in the District as a faculty member or an administrator is on or after July 1, 1990.

Notwithstanding the provisions in a-e above, educational administrators whose first day of paid service in the District without a break in service precedes July 1, 1990, the Board shall, with respect to each person who is employed in an administrative or supervisory position requiring certification qualifications under a contract of employment, grant or deny the educational administrator regular classification as a faculty member. If the Board grants the classification, the person shall be classified as and become a regular employee as a faculty member.

The Board may, with the consent of the educational administrator concerned, terminate, effective on the next succeeding first day of July, the terms of employment and any contract of employment with the administrator, and reemploy the administrator on any



terms and conditions as may be mutually agreed upon by the Board and the administrator, for a new term to commence on the effective date of the termination of the existing term of employment.

If the Board determines that the educational administrator is not to be reemployed when the appointment or contract expires, notice to an administrator shall be in accordance with the terms of the existing contract. If the contract is silent, notice shall be in accordance with Education Code Section 72411.

Employment of educational administrators shall be consistent with other provisions of policies and related administrative procedures pertaining to the employment of academic administrators and consistent with the relevant meet and confer agreement with the District.

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Date Approved: March 7, 2016

Date Approved: July 9, 2019