

**DRAFT – REVISED (Legally Required)**

**Faculty Academic Employees**

**4155-7210**

Academic employees are all persons employed by the District in academic positions. Academic positions include every type of service, other than paraprofessional service, for which minimum qualifications have been approved by the Board of Governors for the California Community Colleges.

Educational administrator means an administrator who is employed in an academic position designated by the governing board of the district as having direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services program of the college or district. Educational administrators include, but are not limited to, chancellors, presidents, and other supervisory or management employees designated by the governing board as educational administrators.

Faculty are those employees who are employed by the District in academic positions that are not designated as supervisory or management and for which minimum qualifications for service have been established. Faculty positions include, but are not limited to, instructors, librarians, counselors, and professionals in health services, Disabled Students Programs and Services, and Extended Opportunity Programs and Services.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established in the collective bargaining agreement for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. Tenure will be granted upon final approval of the Board of Trustees.

The District may employ temporary faculty from time to time as required by the interests of the District and in accordance with the requirements of the Education Code. Temporary faculty may be employed full time or part time. The Board delegates authority to the Chancellor to determine the extent of the District's needs for temporary faculty.

Notwithstanding this policy, the District shall comply with its goals under the Education Code regarding the ratio of full-time to part-time faculty to be employed by it and for making progress toward the standard of 75% of total faculty work load hours taught by full-time faculty.

*(Note: The following existing language is not part of the CCLC template.)*

A) A full time faculty member is one who is employed to perform a full load of instruction, counseling or direct assistance with learning resources. In addition to classroom instruction, counseling or student and learning resource services,

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Board of Trustees  
Board Policy Manual*

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~~full time faculty are expected to hold regularly scheduled office hours, participate in the governance of the college/district and provide service to the Foothill-De Anza community as well as other related professional activities including but not limited to curriculum planning, professional growth activities, and participation in student activities as appropriate.~~

B) ~~A part time faculty member is one who is employed for less than 60% **67 percent** of the annual load of scheduled duties (assigned teaching, counseling, or librarianship) for a full time faculty member having comparable duties.~~

~~Terms and conditions of faculty employment are negotiated with the Foothill-De Anza Faculty Association.~~

**Education Code Sections 87000 et seq., 87400 et seq., 87419.1, 87600 et seq., 87482.8**  
**California Code of Regulations Title 5, Section 51025**

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