



VENTURA COUNTY COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES DEPARTMENT

Academic Positions/Employees

(State and local contracts, policies, regulations, and laws that regulate human resources)

Classification of Positions/Employees	Related Documents and Resources
Faculty	AFT / VCCCD Agreement
Academic Executive Manager/Administrator	Employment Contracts

What is an academic employee?

An "Academic employee" refers to a person employed by a community college district in an academic position.

Reference: Education Code §87001(a)

An "Academic position" includes every type of service, excluding paraprofessional service, for which minimum qualifications have been established by the board of governors pursuant to Section 87356.

Reference: Education Code §87001(b)

Wherever in this code or any other code, the phrase "position requiring certification qualifications," or any similar phrase is used in reference to positions in the community colleges, it shall be deemed a reference to academic positions in the community colleges.

Reference: Education Code §87001(d)

What is a faculty member?

"Faculty" or "faculty member" means those employees of a community college district who are employed in academic positions that are not designated as supervisory or management and for which minimum qualifications for service have been established by the board of governors adopted pursuant to subparagraph (B) of paragraph (1) of subdivision (b) of Section 70901 or subdivision (a) of Section 87356.

Faculty include, but are not limited to, instructors, librarians, counselors, community college health services professionals, handicapped student programs and services professionals, extended opportunity programs and services professionals, and individuals employed to perform a service that, before July 1, 1990, required non-supervisory, non-management community college certification qualifications.

Reference: Education Code §87003(a)



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What is a full-time faculty member?

A full-time instructor shall be defined as any regular and contract faculty member teaching credit instruction.

Reference: Education Code §87482.6

Definitions

- (a) A contract employee is a probationary employee.
- (b) A regular or tenured employee is a permanent employee.

Reference: Education Code §87602

What is a temporary (part-time) faculty member?

Notwithstanding any other provision of law, any person who is employed to teach adult or community college classes for not more than 67 percent of the hours per week considered a full-time assignment for regular employees having comparable duties shall be classified as a temporary employee, and shall not become a contract employee under Section 87604.

Reference: Education Code §87482.5(a)

What else is a temporary faculty member?

Governing boards of community college districts shall classify as temporary employees faculty members, who are employed to serve from day to day during the first three school months of any school term to instruct temporary classes not to exist after the first three school months of any school term or to perform any other duties which do not last longer than the first three school months of any school term, or to instruct in special day and evening classes for adults or in schools of migratory population for not more than four school months of any school term. If the classes or duties continue beyond the first three school months of any school term or four school months for special day and evening classes for adults, or schools for migratory population, the employee, unless a regular employee, shall be classified as a contract employee. The school year may be divided into not more than two school terms for the purposes of this section.

In any district, the governing board may, to prevent the stoppage of district business when an actual emergency arises and persons are not immediately available for contract classification, make an appointment to a position on a temporary basis for a period not to exceed 20 working days. The person so appointed shall be deemed to be a temporary employee who is employed to serve from day to day. Service by a person in such an appointment on a temporary basis shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a regular employee of a community college district.

Reference: Education Code §87480



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Notwithstanding Section 87480, the governing board of a community college district may employ any qualified individual as a temporary faculty member for a complete school year but not less than a complete semester or quarter during a school year. The employment of those persons shall be based upon the need for additional faculty during a particular semester or quarter because of the higher enrollment of students during that semester or quarter as compared to the other semester or quarter in the academic year, or because a faculty member has been granted leave for a semester, quarter, 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 governing board.

Reference: Education Code §87482(a)(1)

Employment of a person under this subdivision may be pursuant to contract fixing a salary for the entire semester or quarter.

Reference: Education Code §87482(a)(2)

What is an administrator?

An "Administrator" means any person employed by the governing board of a community college district in a supervisory or management position as defined in Article 5 (commencing with Section 3540) of Chapter 10.7 of Division 4 of Title 1 of the Government Code.

Reference: Education Code §87002(a)

An "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.

Reference: Education Code §87002(b)