

*Academic Senate  
Grossmont College*

**Monday, September 17, 2001, 11:10 a.m. – 12:20 p.m.  
Room 325A**

**I. PRESIDENT'S REPORT**

- A. Approval of Agenda
- B. Approval of minutes, meetings of May 7 and May 14, 2001
- C. Introduce new faculty – See Attachment
- D. Middle College High School Instructor – Cathy Zemlick
- E. New Articulation Officer – Beverly Wight
- F. One senate representative needed for the Calendar Committee
- G. Other

**II. INFORMATION ITEMS**

- A. Student Vote on the proposed Student Center Fee  
Presented by Peter White
- B. Self-Study Report  
Presented by Jack Peters and Peter White
- C. Policy Review – See attached colored pages.
- D. Full-time Faculty Hiring Procedures – See attached booklet.



Grossmont College  
New

Fall 2001  
Faculty

LAST NAME	FIRST NAME	TITLE
DIRBAS	JUDY	CHEMISTRY INSTRUCTOR
EVERETT	CRAIG	THEATER ARTS INSTRUCTOR (ONE YEAR REPLACEMENT)
EYNDEN	JENNIFER VANDEN	MATH INSTRUCTOR
FINNEGAN	MALIA	ART HISTORY INSTRUCTOR
GELB	JANET	CSIS INSTRUCTOR
HOAGLIN	WILLIAM BRADLEY	PHILOSOPHY INSTRUCTOR
HOWITT	VICTORIA	SPEECH INSTRUCTOR
IDOUI	BACHIR	SOCIOLOGY INSTRUCTOR (ONE YEAR LEAVE REPLACEMENT)
JANSKY	MARLENE	DSPS COUNSELOR
MARTINEZ	ALEXANDER DANIEL	CROSS CULTURAL STUDIES INSTRUCTOR
MCMANUS	ILLYANA MARIA	BOT INSTRUCTOR
MOSLEY	WILLIAM SCOTT	ART INSTRUCTOR
POAGE	NATHAN	PHILOSOPHY INSTRUCTOR (ONE Year Replacement)
PRICE	BONNIE	COORDINATOR, TITLE III GRANT ACTIVITIES
SULLIVAN	SHARON	MEDICAL-SURGICAL NURSING INSTRUCTOR
TENDAL	NANCY	MEDICAL-SURGICAL NURSING INSTRUCTOR
WESTLAKE	OMAIDA F	SPANISH INSTRUCTOR (ONE YEAR LEAVE REPLACEMENT)
WULFF	DEBORAH	HEALTH EDUCATION/EXERCISE SCIENCE INSTRUCTOR

*Academic Senate  
Grossmont College*

September 13, 2001

To: All Senators  
From: Cathy Harvey  
Re: Board Policies

In February 1999, the GCCCD Governing Board authorized a complete review of the Governing Board Policy Manual. Early in the review process, the Community College League of California (CCLC) instituted a policy and procedure service, to which the District subscribed. As part of that service, CCLC provided the District with a complete set of recommended policies, which are legally required, are required for accreditation, are legally advised, and are suggested as good practice. They consist of the following:

- Chapter 1: The District
- Chapter 2: Governing Board
- Chapter 3: General Institution
- Chapter 4: Academic Affairs
- Chapter 5: Student Services
- Chapter 6: Business and Fiscal Affairs
- Chapter 7: Human Resources

College and District personnel spent several months comparing existing Board policies relative to their areas of responsibility with CCLC recommended policies. Their recommendations for Chapters 1, 2, 3, 6, and 7 were then presented to the Chancellor. (Chapters 4 and 5 are still in the review process by the appropriate academic and student services groups, including the Academic Senates.)

During the course of the summer, representatives from all constituent groups, including both Senate Presidents, met several times to review and provide input into Chapters 1, 2, 3, 6, and 7 of the recommended policies.

Agreement was reached on the policies, but, at the request of the Senate Presidents, the Chancellor agreed to withhold seven policies from presentation to the Board until October 16, in order to provide the Academic Senates with an opportunity to review them prior to Board approval. Those policies are presented herewith in the attached packet color coded for easy identification.

**Table of Contents (Pink)**

On the pink sheets are listed the contents of five of the seven chapters of the new Board Policy Manual, which was approved by the Board on August 21, 2001. The policies are now available on the Public (M) drive and may be accessed as follows:

From Microsoft Word:

- Click on **File Open**
- Click on the down arrow at the **Look in** box
- Double click on "**Aps on 'G4' (M:)**"
- Double click on "**Public**"
- Double click on "**Policy**"
- Double click on "**New Board Policies**"

#### **Pulled Board Policies (Green)**

As stated in the opening of this memo, five of the seven chapters of the policies were accepted by the Board with the exception of these seven "Pulled Policies." Because they affect faculty directly, Paul Carmona and I requested that both senates review these before they go to the Board for final approval.

#### **Governing Board Memo and Revised Board Policies (Yellow)**

These are the existing policies corresponding to the "Pulled Policies" that have been rolled into the new Board Policy Manual. They do not reflect the format prescribed by the CCLC. If the senates do not approve of the "Pulled Policies" (Green), then these will remain in effect.



# Chapter 1

## The District

### **Policies:**

BP 1100	The Grossmont-Cuyamaca Community College District
BP 1200	District Mission
BP 1300	Educational Philosophy



## Chapter 2 Governing Board

### **Policies:**

BP 2010	Board Membership
BP 2015	Student Member(s)
BP 2100	Board Elections
BP 2105	Election of Student Members
BP 2110	Vacancies on the Board
BP 2210	Officers
BP 2220	Committees of the Board
BP 2305	Annual Organizational Meeting
BP 2310	Regular Meetings of the Board
BP 2315	Closed Sessions
BP 2320	Special and Emergency Meetings
BP 2330	Quorum and Voting
BP 2340	Agendas
BP 2345	Public Participation at Board Meetings
BP 2350	Speakers
BP 2355	Decorum
BP 2360	Minutes
BP 2365	Recording
BP 2410	Policy and Administrative Procedures
BP 2430	Delegation of Authority to the Chancellor
BP 2435	Evaluation of the Chancellor
BP 2510	Participation in Local Decision Making—Academic Senates
BP 2515	Participation in Local Decision Making—Staff
BP 2520	Participation in Local Decision Making—Students
BP 2610	Presentation of Initial Collective Bargaining Proposals
BP 2710	Conflict of Interest
BP 2715	Code of Ethics/Standards of Practice
BP 2720	Communications among Board Members
BP 2725	Board Member Compensation
BP 2730	Health Benefits
BP 2735	Board Member Travel
BP 2740	Board Education
BP 2745	Board Self-Evaluation



## Chapter 3

### General Institution

#### **Policies:**

BP 3100	Organizational Structure
BP 3200	Compliance with Accreditation Standards
BP 3250	Institutional Planning
BP 3260	Transfer Center
BP 3280	Grants
BP 3300	Public Records
BP 3310	Records Retention and Destruction
BP 3410	Nondiscrimination
BP 3415	Equal Access
BP 3420	Affirmative Action
BP 3430	Prohibition of Harassment
BP 3500	Campus Safety
BP 3501	Disaster Preparedness
BP 3505	Workplace Safety
BP 3510	Workplace Violence Plan
BP 3515	Reporting of Crimes
BP 3520	Local Law Enforcement
BP 3525	Skateboards, Roller Skates, Bicycles, and Other Recreational Wheeled Vehicles
BP 3530	Weapons on District Property
BP 3540	Sexual and other Assaults on District Property
BP 3550	Drug Free Environment and Drug Prevention Program
BP 3555	Use of Alcoholic Beverages on District Owned or Operated Property
BP 3600	Auxiliary Organizations
BP 3710	Intellectual Property and Copyright
BP 3720	Computer Use
BP 3810	Claims Against the District
BP 3820	Gifts
BP 3830	Volunteer Workers' Compensation and Liability Coverage
BP 3840	Children on Campus
BP 3845	Dogs and Other Pets on District Property



# Chapter 7

## Human Resources

### Policies:

BP 7100	Commitment to Diversity
BP 7110	Delegation
BP 7120	Recruitment and Selection
BP 7130	Compensation
BP 7140	Collective Bargaining
BP 7210	Academic Employees
BP 7215	Academic Freedom
BP 7216	Controversial Issues
BP 7220	Classified Employees
BP 7240	Confidential Employees
BP 7250	Educational Administrators
BP 7260	Classified Supervisors and Managers
BP 7310	Nepotism
BP 7320	Fingerprinting
BP 7330	Communicable Disease
BP 7333	Bloodborne Pathogen Exposure Control
BP 7335	Health Examinations
BP 7340	Leaves
BP 7350	Resignations
BP 7360	Discipline and Dismissals, Academic Employees
BP 7365	Discipline and Dismissals, Classified Employees
BP 7370	Political Activity
BP 7385	Voluntary Salary Reductions
BP 7400	Travel
BP 7600	Public Safety Department



**BP 2410****Policy and Administrative Procedures**

Reference: *Education Code Section 70902*  
*Board Policy 2510, 2515, 2520*

Adoption Date:

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The Board may adopt such policies as are authorized by law or determined by the Board to be necessary for the efficient operation of the District. Board policies are intended to be statements of intent by the Board on a specific issue within its subject matter jurisdiction.

The policies have been written to be consistent with provisions of law, but do not encompass all laws relating to district activities. All district employees are expected to know of and observe all provisions of law pertinent to their job responsibilities.

Policies of the Board may be adopted, revised, added to or amended at any regular Board meeting by a majority vote.

Administrative procedures are to be issued by the Chancellor as statements of method to be used in implementing Board Policy. Such administrative procedures shall be developed in a manner consistent with Board Policies 2510—Participation in Local Decision Making—Academic Senates; 2515—Participation in Local Decision Making—Staff; and 2520—Participation in Local Decision Making—Students, and shall be consistent with the intent of Board Policy. Administrative procedures may be revised as deemed necessary by the Chancellor.

The Board reserves the right to direct revisions of the administrative procedures should they, in the Board's judgment, be inconsistent with the Board's own policies.

Copies of all policies and administrative procedures shall be readily available to District employees through the Chancellor.



**BP 2510**

## **Participation in Local Decision Making— Academic Senates**

Reference: *Education Code Section 70902(b)(7);  
Title 5, Section 53200, et seq., (Academic Senate)*

Adoption Date:

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The Board is the ultimate decision-maker in those areas assigned to it by state and federal laws and regulations. In executing that responsibility, the Board is committed to its obligation to ensure that appropriate members of the District, through the approved committee structure, participate in developing recommended policies for Board action and administrative procedures for the Chancellor's action, under which the District is governed and administered.

The Academic Senates shall participate as required by law in the decision-making processes of the district:

### **Academic Senate(s) (Title 5, Sections 53200-53206.)**

The Board or its designees shall consult collegially through mutual agreement with the Academic Senates of Grossmont and Cuyamaca Colleges, as duly constituted with respect to academic and professional matters, as defined by law:

- Curriculum, including establishing prerequisites and placing courses within disciplines;
- Degree and certificate requirements;
- Grading policies;
- Educational program development;
- Standards or policies regarding student preparation and success;
- District and college governance structures, as related to faculty roles;
- Faculty roles and involvement in accreditation processes, including self-study and annual reports;
- Policies for faculty professional development activities;
- Processes for program review;
- Processes for institutional planning and budget development; and
- Other academic and professional matters as are mutually agreed upon between the Governing Board and the Academic Senates.

Procedures to implement this section are developed collegially with the Academic Senates. In the development of policies or procedures, after consultation with the administration of the Colleges/District, the Academic Senates may present their views and recommendations to the Governing Board.

In instances where agreement is not reached, existing policy shall remain in effect unless continuing such policy exposes the District to legal liability or causes substantial fiscal hardship.

In cases where there is no existing policy, or in cases where exposure to legal liability or substantial fiscal hardship requires existing policy to be changed, the



**BP 2510 Participation in Local Decision Making—Academic Senates  
(cont.)**

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Governing Board may act, after a good faith effort to reach agreement, for compelling legal, fiscal, or organizational reasons.

Except for unforeseeable emergency situations, the Board shall not take any action on matters subject to this policy until the appropriate constituent group or groups have been provided the opportunity to participate.

Nothing in this policy will be construed to interfere with the formation or administration of employee organizations or with the exercise of rights guaranteed under the Educational Employment Relations Act, Government Code Sections 3540, et seq.



**BP 3200****Compliance with Accreditation Standards**

Reference: *Accreditation Eligibility Requirement 20, Standard 10.A.7  
Board Policy 2510, 2515, 2520*

Adoption Date:

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The Chancellor shall ensure the District complies with the accreditation process and standards of the Accrediting Commission of Community and Junior Colleges and of other District programs that seek special accreditation.

The Chancellor shall keep the Board informed of approved accrediting organizations and the status of accreditations.

The Chancellor shall ensure that the Board is involved in any accreditation process in which Board participation is required.

The Chancellor shall provide the Board with a summary of any accreditation report and any actions taken or to be taken in response to recommendations in an accreditation report.



## **BP 3710      Intellectual Property and Copyright**

Reference:      ***Education Code Sections 72207, 81459***  
***Board Policies, 2410, 2510, 7140***

Adoption Date:

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The Chancellor is directed to develop administrative procedures for the following policy for the disposition of educational materials owned by the Grossmont-Cuyamaca Community College District.

Pursuant to the Education Code, the Grossmont-Cuyamaca Community College District, upon approval of the Governing Board, and for educational use, public purpose, and in furtherance of Article IX, Section 1 of the Constitution, may sell, give, or exchange for similar published materials, published materials prepared by District employees in connection with the curricular and special services that the District is authorized to perform. The Governing Board may also license the use of copyrights held by the District for educational use and for the same purposes as listed above.

Any charge assessed a nonpublic agency for the purchase of such materials produced by District employees in connection with the curricular and special services which the District is authorized to perform shall be based on the fair market value as determined by the Governing Board and shall not be subject to competitive bidding, provided, however, that any public agency or private organization whose principal purpose is the development, support, or the providing of other benefits to the District as determined by the Governing Board may be provided such materials free of charge or given the right to use such materials or be licensed to use the copyrights held by the District without charge. Any charge assessed a public agency or a private organization whose principal purpose is the development, support, or the providing of other benefits to the District as determined by the Governing Board for the license to use the copyright or for materials produced, to which the District holds the copyright, shall not exceed the cost to the District of the preparation and reproduction of the materials and shall not be subject to competitive bidding.



**BP 3720**

## **Computer Use**

Reference:

*Board Policies 2410, 2510, 2515, 2520*

Adoption Date:

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Employees and students who use District computers and networks and the information they contain, and related resources have a responsibility not to abuse those resources and to respect the rights of others. The Chancellor shall establish procedures that provide guidelines to students and staff for the appropriate use of information technologies. The procedures shall include that users must respect software copyrights and licenses, respect the integrity of computer-based information resources, refrain from seeking to gain unauthorized access, and respect the rights of other computer users. The procedures will also include that users must not use a system to perform an illegal, malicious act, or an act in violation of District policy.



**BP 7120**

## **Recruitment and Selection**

**Reference:**        *Education Code 70802(d)*  
                         *Education Code 87100, et seq.*  
                         *Education Code 87359, 87360*  
                         *Board Policies 2410, 2510, 2515*

Adoption Date:

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The Chancellor shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria. An affirmative action plan shall be implemented according to Title 5 and Board Policy 3420.

Academic employees shall possess the minimum qualifications prescribed for their positions by the California Community Colleges' Board of Governors.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Board policies and procedures regarding the Academic Senate's role in local decision making.

The criteria and procedures for hiring classified employees shall be established in accordance with Board policies and procedures affording staff an opportunity to participate in the formulation and development of District policies and procedures that have a significant effect on staff.



## **BP 7210      Academic Employees**

**Reference:**      *Education Code 87400, et seq.; 87418.1; 87600, et seq.  
Education Code 87458; 87664  
Title 5, Section 51025  
Board Policies 2410, 2510, 7140*

Adoption Date:

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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 established by the Board of Governors for the California Community Colleges.

Faculty members are those employees who are employed by the District in academic positions that are not designated as supervisory or management. Faculty employees include, but are not limited to, instructors, librarians, counselors, and professionals in health services, DSPS, and EOPS, and other job classifications established by authority of the Governing Board.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty and in accordance with the requirements of the Education Code. The Board reserves the right to determine whether a faculty member shall be granted tenure. Procedures for reconsideration of decisions not to grant tenure are subject to Board Policy 2510 – Participation in Local Decision Making.

The District may employ temporary faculty from time to time as required by the interests of the District. 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.





GROSSMONT-CUYAMACA  
COMMUNITY COLLEGE DISTRICT

**To:** Governing Board  
**Date:** August 21, 2001  
**Re:** Modifications to Attachment A of Item 201—Governing Board Policy Manual

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At the request of Cuyamaca Academic Senate President Carmona on behalf of the Cuyamaca Academic Senate Officers, in order to provide an opportunity for the Academic Senates to review policies relative to academic and professional matters in accordance with the mutual agreement process, I have agreed to modify Attachment A of Item 201 (Governing Board Policy Manual) as follows:

- Policy 2410—Policy and Administrative Procedures  
Proposed policy wording has been replaced with wording from existing Policy 012—Policies and Acts.
- Policy 2510—Participation in Local Decision Making—Academic Senates  
Proposed policy wording has been replaced by wording from the existing Policy 325—Shared Governance.
- Policy 3200—Compliance with Accreditation Standards  
The proposed policy has been removed. There is no existing policy.
- Policy 3710—Intellectual Property and Copyright  
Proposed policy wording has been replaced by wording from the existing Policy 129—Disposition of District-Owned Educational Materials.
- Policy 3720—Computer Use  
The proposed policy has been removed. There is no existing policy wording. Administrative procedures are currently in place.
- Policy 7120—Recruitment and Selection  
Proposed policy wording has been replaced with wording from existing Policy 401—Creating and Abolishing a Position.
- Policy 7210—Academic Employees  
Proposed policy wording has been replaced with wording from existing Policy 401—Creating and Abolishing a Position.

The proposed policies will be presented to the Governing Board for consideration and approval on October 16, following review and recommendation by the Academic Senates.

Omero Suarez, Ph.D.  
Chancellor

OS:mw  
Attachments

*Office of the Chancellor*



## BP 2410

# REVISED 8/21/01 Policy and Administrative Procedures

Reference: *Education Code Section 70902*  
*Board Policy 2510, 2515, 2520*

Adoption Date:

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### SECTION 1. Policies

The Board shall prescribe and enforce policies not inconsistent with law or with the rules prescribed by the Board of Governors, for its own government.

The Board shall also:

- a. Establish policies for, and approve, current and long-range educational plans and programs.
- b. Promote orderly growth and development of the community colleges within the District.
- c. Establish policies for, and approve, academic master plans and long-range master plans for facilities.

Such policies may be adopted, amended, or repealed at any Board meeting provided that the proposed adoption, amendment, or repeal shall have been proposed for information at a previous Board meeting. The Board, however, may adopt, amend, or repeal policies at any meeting of the Board in the event of an emergency. An emergency shall be any situation or set of circumstances which the Governing Board has reason to believe will jeopardize the safety and welfare of students or employees or will require the closing of school.

Policies shall be adopted, amended, or repealed by a majority vote of the full Board.

### SECTION 2. Acts

The Board shall exercise its executive power by employing a District chancellor, hereinafter sometimes referred to as "Chancellor," who shall serve as chief administrative officer of the District. The Chancellor shall act as Secretary and Bookkeeper for the Board. The Chancellor may issue regulations which are consistent with the laws of the state, rules and regulations of the Board of Governors, and other pertinent state agencies and the policies of this Board, and which shall be binding on the employees of this District and the students in the colleges of this District. The Chancellor is the primary executive officer of the District and shall be responsible for maintaining the Governing Board Policy Manual.

The Chancellor shall be delegated the authority to take necessary action in circumstances not provided for in Board policy.



SECTION 3. Review

In order to appraise the effectiveness of the educational program and its progress toward the goals of the District, the Board shall periodically evaluate the conduct of the educational program and the operation of the business of the District.



**BP 2510**

**REVISED 8/21/01**  
**Participation in Local Decision Making—  
Academic Senates**

Reference: *Education Code Section 70902(b)(7);  
Title 5, Section 53200, et seq., (Academic Senate)*

Adoption Date:

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The Governing Board or its designee(s) shall consult collegially with representatives of the Academic Senates of Grossmont and Cuyamaca Colleges to reach mutual agreement in the development of policies and procedures on academic or professional matters.

In the development of policies or procedures, after consultation with the administration of the colleges/district, the Academic Senates may present their views and recommendations to the Governing Board.

In instances where agreement is not reached, existing policy shall remain in effect unless continuing such policy exposes the District to legal liability or causes substantial fiscal hardship.

In cases where there is no existing policy, or in cases where exposure to legal liability or substantial fiscal hardship requires existing policy to be changed, the Governing Board may act, after a good faith effort to reach agreement, for compelling legal, fiscal, or organizational reasons.



**REVISED 8/21/01**  
**Chapter 3**  
**General Institution**

**Policies:**

- BP 3100 Organizational Structure
- BP 3200 ~~Compliance with Accreditation Standards~~
- BP 3250 Institutional Planning
- BP 3260 Transfer Center
- BP 3280 Grants
- BP 3300 Public Records
- BP 3310 Records Retention and Destruction
- BP 3410 Nondiscrimination
- BP 3415 Equal Access
- BP 3420 Affirmative Action
- BP 3430 Prohibition of Harassment
- BP 3500 Campus Safety
- BP 3501 Disaster Preparedness
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- BP 3510 Workplace Violence Plan
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Wheeled Vehicles
- BP 3530 Weapons on District Property
- BP 3540 Sexual and other Assaults on District Property
- BP 3550 Drug Free Environment and Drug Prevention Program
- BP 3555 Use of Alcoholic Beverages on District Owned or Operated Property
- BP 3600 Auxiliary Organizations
- BP 3710 Intellectual Property and Copyright
- BP 3720 ~~Computer Use~~
- BP 3810 Claims Against the District
- BP 3820 Gifts
- BP 3830 Volunteer Workers' Compensation and Liability Coverage
- BP 3840 Children on Campus
- BP 3845 Dogs and Other Pets on District Property



**REVISED 8/21/01**

**BP 3710 Intellectual Property and Copyright**

Reference: *Education Code Sections 72207, 81459*  
*Board Policies, 2410, 2510, 7140*

Adoption Date:

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It shall be the policy of the Board to adhere to the following policy on disposition of educational materials owned by the Grossmont- Cuyamaca Community College District:

Pursuant to Section 81459 of the Education Code, the Grossmont Cuyamaca Community College District, upon approval by the Governing Board of the District, and for educational use, public purpose, and in furtherance of Article IX, Section 1 of the Constitution, may sell, give, or exchange for similar published materials, published materials prepared by District employees in connection with the curricular and special services that the District is authorized to perform. The Governing Board of the Grossmont-Cuyamaca Community College District may also license the use of copyrights held by the District for educational use and for the same purposes as listed above.

Any charge assessed a nonpublic agency for the purchase of such materials produced by District employees in connection with the curricular and special services which the District is authorized to perform shall be based on the fair market value as determined by the Governing Board of the Grossmont-Cuyamaca Community College District and shall not be subject to competitive bidding, provided, however, that any public agency or private organization whose principal purpose is the development, support, or the providing of other benefits to the Grossmont-Cuyamaca Community College District as determined by the Governing Board may be provided such materials free of charge or given the right to use such materials or be licensed to use the copyrights held by the District without charge. Any charge assessed a public agency or a private organization whose principal purpose is the development, support, or the providing of other benefits to the District as determined by the Governing Board for the license to use the copyright or for materials produced, to which the District holds the copyright, shall not exceed the cost to the District of the preparation and reproduction of the materials and shall not be subject to competitive bidding.



**REVISED 8/21/01**

**BP 7120**

**Recruitment and Selection**

Reference:

*Education Code 70802(d)*  
*Education Code 87100, et seq.*  
*Education Code 87359, 87360*  
*Board Policies 2410, 2510, 2515*

Adoption Date:

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It shall be the policy of the Board in accordance with statute, to create new positions, specify the number of persons within each job category, set the initial salary for a new position, abolish any existing position in whole or in part, and reduce the number of permanent employees for lack of work or lack of funds in accordance with procedures established in the Education Code.



REVISED 8/21/01

**BP 7210**

**Academic Employees**

Reference: *Education Code 87400, et seq.; 87418.1; 87600, et seq.*  
*Education Code 87458; 87664*  
*Title 5, Section 51025*  
*Board Policies 2410, 2510, 7140*

Adoption Date:

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It shall be the policy of the Board in accordance with statute, to create new positions, specify the number of persons within each job category, set the initial salary for a new position, abolish any existing position in whole or in part, and reduce the number of permanent employees for lack of work or lack of funds in accordance with procedures established in the Education Code.