

# CITRUS COMMUNITY COLLEGE DISTRICT REGULATION

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## ADMINISTRATOR RETREAT RIGHTS

In accordance with Education Code Section 87458, the Board of Trustees of the Citrus Community College District, in cooperation with the Faculty Senate, adopts the following Administrator Retreat Rights procedure.

This procedure applies to academic administrators hired on or after July 1, 1990, in positions designated by the governing board as eligible for retreat rights in accordance with the definition prescribed in Education Code Section 87001. Those positions are designated as follows:

- Superintendent/President
- Executive Vice President
- Vice President of Instruction
- Vice President of Student Services
- Dean of Human Resources
- Dean of Instruction
- Dean of Counseling
- Associate Dean of Instruction
- Dean of Admissions, Records and Financial Aid
- Administrative Dean of Planning and Institutional Advancement
- Director of the Learning Center
- Director of Student Affairs/Auxiliary Services

All other management positions are considered to be classified management positions.

Candidates interviewed for all academic administrative positions with retreat rights are required as a part of the interview process to prepare and deliver a 10-15 minute presentation before the interview committee on a topic on the committee's choice.

An academic administrator hired on or after July 1, 1990 and who has not previously acquired tenured status as a faculty member in this District, shall have the right to become a first year probationary faculty member once his or her administrative assignment expires or is terminated if all of the following apply:

1. That the reassignment of an academic administrator would not cause the layoff of any contract (probationary), or regular (tenured) faculty member. Layoffs of faculty will only be done in accordance with the provisions of Education Code Section 87743.

2. That the academic administrator possess the minimum qualifications for employment as a faculty member as determined by the current discipline list approved by the State Board of Governors and the current procedures in place for making that determination, including the equivalency process if applicable. The current procedures in place primarily rely upon the advice and judgment of the academic senate. In addition, the individual selected to fill an academic administrator position must qualify for a Faculty Service Area available in the District at the time of hire.
3. That the governing board shall provide the academic senate with an opportunity to present its views to the governing board before the board 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 87458.
4. That the academic administrator has completed at least two years of satisfactory service, including any time previously served as a faculty member, in the District.
5. That the termination of the academic administrator's assignment is for any reason other than dismissal for cause.

Adopted ..... 12/7/93

Reference

Education Code Sections 87001, 87457, 87458, 87743

Citrus College Policy 4365 - Administrator Retreat Rights