

CHAPTER 5: Non-Represented Personnel
ADMINISTRATIVE PROCEDURE NO. 5.10.1 (AP 2510)

ADMINISTRATIVE PROCEDURE
San Mateo County Community College District

Subject: AP 5.10.1 Administrative Retreat Rights

Revision Date: 10/12

References: Education Code Section 87458

1. A person employed in an administrative position that is not part of the classified service, who has not previously acquired tenured 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 his or her administrative assignment expires or is terminated if all of the following apply:
 - a. 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. The process shall further require that the Board provide the Academic Senate with an opportunity to present its views to the 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 Section 87358 of the Education Code.
 - 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 determination of the administrative assignment is for any reason than dismissal for cause.
2. 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.