

The district may employ any qualified individual as a temporary faculty member for a complete school year, but not less than one semester or quarter during a school year unless the date of rendering first paid service begins during the second semester or third quarter and prior to March 15th. The employment of these persons shall be based upon the need for additional faculty during a particular semester, quarter, or year 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. (Education Code Section 87481)

Temporary Faculty to Teach Classes, Counsel, or Provide Librarian Services

Any person who is employed to teach classes, counsel, or provide librarian services for not more than sixty-seven (67) percent of the hours per week that are 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. However, any agreement prior to January 1, 2009, to limit temporary faculty members to 60 percent of the hours per week that are considered a full-time assignment will govern until the expiration of the agreement. Service as a substitute on a day-to-day basis shall not be used for purposes of calculating eligibility for contract or regular status. (Education Code Section 87482.5)

Temporary Faculty for Full-Time Faculty Leaves

The district may employ any qualified individual as a temporary faculty member for a complete school year but not less than a complete semester during a school year. The employment of these persons shall be based upon the need for additional faculty during a particular semester because of the higher enrollment of students during that semester as compared to the other semester in the academic year, or because a faculty member has been granted leave for a semester, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need. Such employment may be pursuant to a contract, fixing a salary for the entire semester. No person shall be so employed for more than two semesters within any period of three consecutive years. (Education Code Section 87482)

Temporary Faculty for Agreements or Other Categorically Funded Projects

The district may employ faculty in programs and projects to perform services conducted under an agreement with public or private agencies, or other categorically funded projects of indeterminate duration under terms and conditions mutually agreed upon by the employee and the district. The agreement shall be reduced to writing. Such service is not included in calculating service required to attain permanent status unless the employee served at least seventy-five (75) percent of the number of days in regular schools of the district and is subsequently employed as a contract employee in a faculty

position. However, if a faculty member was initially employed as a contract employee prior to being assigned to a categorically funded project or program, that employee's time serving as a contract employee will be included in calculating service required to attain permanent status.

Screening for temporary faculty shall, insofar as possible, be conducted in accordance with district practices and procedures for employment of regular faculty. In particular, there shall be consideration given to principles of selection that assure the greatest opportunity for participation by underrepresented groups as required by BP/AP 7100–Commitment to Diversity in Hiring and AP 3420–Equal Employment Opportunity.

Also see BP/AP 3410 Nondiscrimination, BP 3420 Equal Employment Opportunity, BP/AP 7120 Recruitment and Hiring, BP/AP 7210 Academic Employees, AP 7211.1 Faculty Service Areas, AP 7211.2A Minimum Qualifications and Equivalencies, AP 7211.2B Minimum Qualification and Equivalencies Related to Upper-Division Instruction, and the related collective bargaining agreements for applicable employee groups.