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4 **ACADEMIC EMPLOYEES, NON-MANAGEMENT**  
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6 Academic employees are all persons employed by the District in academic positions. Academic  
7 positions include every type of service, other than paraprofessional service, for which the Board  
8 of Governors has established minimum qualifications for the California Community Colleges.  
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10 Faculty members are those employees who are employed by the District in academic positions  
11 that are not designated as supervisory or management. Faculty employees include, but are not  
12 limited to, instructors, librarians, counselors, and professionals in health services, DSPS, and  
13 EOPS.  
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15 Decisions regarding tenure of faculty shall be made in accordance with the evaluation  
16 procedures established for the evaluation of probationary faculty and in accordance with the  
17 requirements of the Education Code. The Board reserves the right to determine whether a  
18 faculty member shall be granted tenure.  
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20 The District may employ temporary faculty from time to time as required by the interests of the  
21 District. Temporary faculty may be employed full time or part time. The Board delegates  
22 authority to the Chancellor to determine the extent of the District's needs for temporary faculty.  
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24 Notwithstanding this policy, the District shall comply with its goals under the Education Code  
25 regarding the ratio of full-time to part-time faculty to be employed by it and the Title 5-required  
26 District five-year plan for making progress toward the standard of 75% of total faculty work load  
27 hours taught by full-time faculty.  
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29 All collective bargaining agreements between the Board and the San Bernardino Community  
30 College District Teachers Association shall be considered as policies of the Board.  
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49 References:  
50 Education Code Sections 87400 et seq; 87419.1; 87600 et seq.;  
51 Title 5, Section 51025  
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53 APPROVED: 6/10/04