



Policy

7212 Temporary Full-Time Faculty

The Board directs the Chancellor to develop procedures that ensure the hiring of excellent temporary full-time faculty. The Board’s goal is to provide the best learning experience possible for students, whether taught by full-time tenured faculty or temporary full-time faculty.

The YCCD Board directs the Chancellor and Chancellor’s delegates to provide recruiting, hiring, and staff development processes that support equal opportunity and fair consideration for all qualified candidates, without preference or prejudice. YCCD is committed to welcoming and serving our diverse population of students by providing excellence in instruction and outstanding support services.

Our procedures will comply with the current Collective Bargaining Agreement and Education Code Section 87360, which states that “hiring criteria, policies, and procedures for new faculty members shall be developed and agreed upon jointly by representatives of the governing Board, and the Academic Senate, and approved by the governing Board.”

References:

Yosemite Faculty Association Collective Bargaining Agreement

Adopted: December 14, 2022

Last Reviewed: December 14, 2022

Administrative Procedure**7212 Temporary Full-Time Faculty**

The District may employ any qualified individual as a temporary full-time faculty member for a complete school year, but not less than one semester during a school year unless the date of rendering first paid service begins during the second semester and prior to March 15th. The employment of these persons shall be based upon the need for additional faculty during a particular semester or year because a faculty member has been granted leave for a semester 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](#))

The District may employ any qualified individual as a temporary full-time faculty member for a complete school year but not less than a complete semester during a school year. The employment of those 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 year, 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 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](#))

Any person who is employed to teach classes for not more than 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 full-time 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](#))

Screening for temporary full-time 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 District recruitment and hiring practices that assure the greatest opportunity for participation by underrepresented groups as required by District policies and procedures.

References:

Education Code Sections [87481](#), [87482](#), [87482.5](#), and [87482.8](#); Yosemite Faculty Association Collective Bargaining Agreement

Procedure Last Revised: December 14, 2022

Last Reviewed: December 14, 2022