

Human Resources

RECRUITMENT AND HIRING POLICY

References: *Education Code Section 70901.2, 70902(b)(7) & (d) 87100 et seq. and 87458;*
 Title 5 Section 53000 et seq. and 51023.5
 Accreditation Standard III.1.A

The Superintendent/President shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria:

- An Equal Employment Opportunity plan shall be implemented according to Title 5 and Board Policy 3420 Equal Employment Opportunity.
- Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.
- The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Governing Board policies and procedures regarding the Academic Senate’s role in local decision-making.
- The criteria and procedures for hiring classified employees shall be established after first affording the CSEA an opportunity to participate in the decisions under the Governing Board’s policies regarding local decision making.
- The criteria and procedures for hiring administrative bargaining unit employees shall be established after first affording the Southwestern Community College District Administrators’ Association (SCCDAA) an opportunity to participate in the decisions under the Governing Board’s policies regarding local decision making.