

**ACADEMIC TEACHING COMPETENCY STANDARD**

In determining that no employee shall be terminated while a less senior employee is retained to render a service which the more senior employee both meets the minimum qualifications by means of a) meeting the minimum qualifications pursuant to Section 87356 of the Education Code to teach the subject and/or a discipline within a service area; or b) holding a valid California teaching credential authorizing service in a subject and/or a discipline within the service area prior to July 1, 1990; or c) meeting the district's equivalency standard to teach the subject and/or discipline within the service area and is competent to render, the Governing Board directs the Superintendent/President or his/her designee to apply the following as a Standard of Competence:

1. The employee has been the teacher of record in the particular kind of service, or in non-teaching areas has performed the service, within the past ten years, at an accredited post-secondary institution, for the equivalent of no less than fifty percent of an annual full-time load (15 lecture hour equivalent), measured by what is considered to be a full-time load for those performing the same or a similar service at Southwestern College, or
2. The employee has nine semester units of upper division coursework in that discipline taken within the past ten years or nine units of appropriate coursework in the discipline for career/vocational education within the past ten years; or
3. If competency has not been established under (1) or (2), an instructor may nevertheless establish competency in a vocational area if he or she has been employed full-time for at least the equivalent of two full years during the previous five years in business or industry in a position which qualifies for experience toward meeting the minimum qualifications of the FSA.

It shall be the responsibility of the individual academic employee to provide any information that establishes the employee's fulfillment of the terms of the above. To be considered in making reassignments, such information shall be provided to the Director of Personnel Services before February 15 of the year during which reduction in force proceedings are commenced.