

EMPLOYMENT PRACTICES
TENURE

DCB
(LOCAL)

DEFINITION

Tenure means assurance to an experienced faculty member that he or she may expect to continue in a position unless adequate cause for dismissal is demonstrated. Tenure shall be granted only by the Board upon recommendation of the College President.

Each full-time College District faculty member shall be required to serve under a term contract for at least five consecutive academic years (e.g., consecutive ten long-term semesters) before being eligible to establish tenure. The academic year consists of the period covered by the dates of the regular nine-month faculty contract. The vice president of instruction may, upon evaluation of the previous employment record of a faculty applicant who has been a tenured instructor at an institution of higher education, recommend to the College President a period of less than five years when, in the best interest of the College District, such action appears to be desirable.

The principles of tenure shall not be permitted to protect any person from dismissal for cause.

ELIGIBILITY

A faculty employee must meet the following minimum eligibility standards prior to submitting an application for tenure:

1. The candidate must be a full-time employee of the College District and meet any minimal legal requirements.
2. The candidate must have served as a full-time faculty member with the College District for a period of not less than five years and not more than six years, unless otherwise approved.
3. The candidate must not be employed in a position funded from special sources of a temporary nature.

CRITERIA FOR
PROCEDURES

Eligibility for tenure shall not guarantee that tenure will be granted. The College President, working with the Rank, Tenure, and Sabbatical Committee, shall develop appropriate criteria and procedures for considering eligible employees for tenure. The final authority for granting or denying tenure rests solely with the Board. If the Board is unable to grant or continue tenure status, the College District shall provide the faculty member written notice.