



**ARTICLE 3400 ACADEMIC ADMINISTRATORS, CLASSIFIED ADMINISTRATORS AND MANAGERS AND
CONFIDENTIAL EMPLOYEES**

AR 3429 Administrator Retreat Rights Process

This administrative regulation does not apply to academic administrators hired before July 1, 1990. A tenured employee, when assigned from a faculty position to an administrative position retains his or her status as a tenured faculty member. The assignment of such an administrator to a faculty position shall be done in accordance with Section II below. Administrators hired after the effective date can acquire the right to become first-year probationary faculty members in accordance with this administrative regulation.

1. An Administrator hired after June 30, 1990, and who did not have faculty tenure in the District at the time of hire, may be reassigned to a first-year probationary faculty position provided that he or she meets all of the following:
 - A. Holds an academic administrative position.
 - B. Has served in this District a total of at least two years as a faculty member or administrator.
 - C. Is being dismissed for reasons other than for cause and wishes to return to faculty status in a discipline that can support an additional full-time faculty position (i.e., the reassignment would not result in the layoff of any full-time faculty member).
2. To determine the discipline to which an administrator shall be assigned, the following shall apply:
 - A. The administrator can be assigned only to a discipline in which he or she has a valid credential or minimum qualifications specified by the Board of Governors List of Disciplines or possesses qualifications certified by the impacted department as equivalent.
 - B. The written record of the Board's decision on this matter shall include the views of the impacted department and the Academic Senate, and shall be available for review.
3. An academic administrator employed to perform services related to a contract with a public or private agency or a categorically funded position/project, shall not be entitled to any of the retreat rights specified above. No employment contract for an administrator employed as stated above shall provide for retreat rights.

Reference: Education Code Sections 87358, 87458

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