AR 3429 Administrator Retreat Rights Process: Final Draft PPC 9/9/10

Administrators who have achieved tenure as faculty in the District:
A tenured employee, when reassigned from a faculty position to an administrative position retains his or her status as a tenured faculty member and, upon making a written request to the Superintendent/President, may retreat to a faculty status. In such cases, the Superintendent/President shall inform the department of retreat and the Academic Senate.

Academic Administrators who have not achieved tenure in the District:
Academic administrators hired after July 1, 1990 can acquire the right to become first-year probationary faculty members in accordance with this administrative regulation.

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.

1. An administrator hired after July 1, 1990 who did not have faculty tenure in the District at the time of hire, may be reassigned to a first-year probationary faculty position once his or her administrative position ends or the administrator is terminated for a reason other than dismissal for cause, upon making a written request to the Superintendent/President, and provided that he or she can demonstrate meeting all of the following:

    A. Has completed at least two years of satisfactory service to the District as a faculty member or administrator, or a longer period as established by contract with the administrator.
    B. Wishes to become a first-year probationary faculty member 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 and the District has available ongoing funding to support the position.)
    C. Seeks a position in a discipline in which he or she has a valid credential or meets the minimum qualifications specified by the Board of Governors List of Disciplines or possesses qualifications deemed sufficient by the department of retreat as equivalent.

2. Upon determination by the Superintendent/President that reassignment to a first-year probationary faculty position is appropriate, the Superintendent/President shall forward the request to the department of retreat and the Academic Senate for review and recommendation.

3. After receiving the recommendations of the department of retreat and the Academic Senate, the Superintendent/President shall, if he or she determines to proceed with the reassignment, forward his or her recommendation to the Board of Trustees. The written record of the Board's decision on this matter shall include the views of the department of retreat and the Academic Senate, and shall be available for review.

Reference: Education Code Sections 87454, 87458