

Human Resources

Reviewed by HR 3/15/2017

Academic Senate Edits 4/27/2017

CCLC Update 29 ) October 2016 – to include Ed Code Section 87458 which addresses conditions under which an administrator may become a first-year probationary member.

**BP 7120          EMPLOYMENT RECRUITMENT**

**References:**

Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., 87360, ~~and~~ 87400; and 87458

Title 5 Sections 53000 et seq. and 51023.5;

ACCJC Accreditation Standard III.~~1~~.A.1.

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 BP 3420 titled Equal Employment Opportunity.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors of the California Community College System.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Board Policies and Administrative Procedures and in accordance with the Academic Senate's role in local decision making, **and comply with the MCCD-UPM/AFT Collective Bargaining Agreement.**

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**Date Adopted: June 22, 2010**

*(Replaces College of Marin Policies 5.0003, 5.0005, and 5.0006.1)*