

RECRUITMENT AND HIRING

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 Board Policy 3420.

Academic employees shall possess the minimum qualifications, or equivalent, prescribed for their positions by the Board of Governors.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with board policies and procedures regarding the Academic Senate's role in local decision-making.

The criteria and procedures for hiring classified employees, management employees, interim management employees, and confidential employees shall be established after first affording the appropriate staff an opportunity to participate in the decisions under the Board's policies regarding local decision making as provided for in Board Policy 2510.

See: Faculty Hiring Procedures, Classified Staff Hiring Procedures; Management Hiring Procedures and Confidential Staff Hiring Procedures; COS Equal Employment Opportunity Plan

Reference: Education Code Section 70902(d), 87100 et seq.; Title 5, Section 53000, et seq.; Accreditation Standard III.1.A

Adopted: November 5, 2007

Revised: December 9, 2013

Revised: May 13, 2019