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|------------------|-------------------------------------|-------------------------------|-------------------------------------|
| Policy Change    | <input type="checkbox"/>            | Subject Matter Area Review    | <input checked="" type="checkbox"/> |
| Procedure Change | <input type="checkbox"/>            | Constituency Group Review     | <input checked="" type="checkbox"/> |
| New Policy       | <input checked="" type="checkbox"/> | District Council              | <input type="checkbox"/>            |
| New Procedure    | <input checked="" type="checkbox"/> | Board 1 <sup>st</sup> Reading | <input type="checkbox"/>            |
|                  |                                     | Board 2 <sup>nd</sup> Reading | <input type="checkbox"/>            |

**KEY:**  
**BOLD=** new language  
~~strikethrough=~~ delete language

Comments:  
 Updates provided by HR using CCLC templates to inform recommended revisions  
[CCLC Spring 2015 Update](#)

Referred to:  
Edited:  
 3/16/16

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**Policy**

**7211 Faculty Service Areas, Minimum Qualifications, and Equivalencies**

In accordance with Education Code Section 87359, the Board of Trustees shall adopt a process for addressing the equivalency standards to the minimum qualifications as adopted by the Board of Governors. The process includes standards and criteria, which resulted from meetings between the Faculty Senate and administration, and is reflected in administrative procedures. Equivalency standards shall be administered in accordance with these administrative procedures. Modifications and revisions, if any, shall be made using the Districts governance process.

**References:**  
 Education Code Section [87359](#)

**Adopted:**  
**Last Reviewed:**

## Administrative Procedure

### 7211 Faculty Service Areas, Minimum Qualifications, and Equivalencies

*Note: This procedure is legally required. Local practice may be inserted. The following is provided as an illustrative example only. The equivalency examples are provided in some detail, but in any event must be developed and jointly agreed upon by representatives of the District and the academic senate.*

#### Faculty Service Areas

Faculty service areas have been established during the negotiations process and consultation as required by law with the appropriate faculty representatives. FSA's can be found in Article 20 of the faculty contract.

#### Minimum Qualifications

Faculty shall meet minimum qualifications established by the Board of Governors, or shall possess qualifications that are at least equivalent to the minimum qualifications set out in the regulations of the Board of Governors.

#### Equivalencies

Equivalency Committee – An academic senate equivalency committee shall be established to fulfill the requirement of Education Code Section 87359, which states that the equivalency process "shall include reasonable procedures to ensure that the Governing Board relies primarily upon the advice and judgment of the Academic Senate to determine that each individual employed under the authority granted by the regulations possesses qualifications that are at least equivalent to the applicable minimum qualifications to be reviewed with Academic Senate." In order to ensure that the Governing Board relies primarily on the advice and judgment of the Academic Senate, the academic senate equivalency committee shall partner with the District to establish an equivalency review procedure.

The procedures [or instructions] will be clearly outlined and accessible on the District's website.

#### References:

Education Code Sections [87001](#), [87003](#), and [87743.2](#); Title 5 Sections [53400 et seq.](#); [ACCJC Accreditation Standard III.A.2-4](#)

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Procedure Last Revised:

Last Reviewed: