

METROPOLITAN COMMUNITY COLLEGE

DISTRICT REGULATION

3.40030 DR

REDUCTION IN FULL TIME FACULTY

3.40030 DR

Should a reduction in faculty become necessary, the following provisions will be applied.

I. Notification of Possible Reduction

A warning will be issued as soon as there is any possibility of a reduction in faculty and notice given as soon as the emergency becomes reasonably certain. Failure to keep the faculty fully informed constitutes grounds for filing a grievance.

II. Order of Reduction

- A. Reduction in the number of faculty will be based on years of service in the discipline and begin with those serving probationary periods in the discipline which the reduction is being made.
- B. Probationary faculty in the discipline in which the reduction is occurring will be released first by nonrenewal of contracts in reverse order of years of accrued service in the discipline. Where there are two or more persons with the exact same years of accrued service, levels of academic qualifications as determined by the appropriate vice chancellor, will be used to determine who is to be placed on leave of absence or receive a contract.
- C. When there are insufficient probationary faculty, non probationary faculty will, in reverse order, by accrued years of service in the discipline irrespective of college, be placed on leave of absence without pay except that non probationary faculty will be given at least (12) months notice or salary.
- D. A non-probationary faculty member will not be placed on leave of absence as long as there are available courses in related disciplines which the faculty member is qualified and willing to teach (see 3.05170 DR).
- E. This procedure does not impose limitations on restrictions on the nonrenewal of a probationary member's contract.

III. Order of Reappointment

- A. Reappointment of non-probationary faculty shall occur in order of the years of service accrued in the discipline by the faculty at the time of reduction. Where there are two or more non-probationary persons with the exact same accrued years of service as faculty in the discipline, levels of academic qualifications will be used by the appropriate vice-chancellor to determine the order of reappointment.
- B. No full-time faculty will be hired in, transferred or reassigned to a discipline in which a reduction has occurred within a period of two (2) years of such reduction

unless that full-time position will first have been offered to eligible non-probationary faculty, who have not been reappointed, and all such faculty members have declined. Reappointment will be made according to the procedures specified by this regulation. The district will not be further obligated to offer any such position to any non-probationary faculty member who has been offered reappointment within said two years and has declined.

Approved: Chancellor
April 1, 1975

Revised: November 17, 1994

Revised: February 10, 2004
(Editorial Corrections 7/10/06)