

## Article 12 REASSIGNMENT

- 12.1 This article applies to regular and contract faculty employees with the exception of probationary faculty employees who are covered under Section 12.4 and 12.5 only. For the purposes of this article, “contract faculty employee” shall be limited in meaning to “grant-funded faculty employee.” A faculty employee may be reassigned to perform duties in any discipline in which the employee:
- 12.1.1 Meets the statewide minimum qualifications or equivalency; or
  - 12.1.2 Holds a valid California credential specifically listing the subject matter area to which the faculty employee is being reassigned.
- 12.2 For purposes of this *Agreement*, a “reassignment” is a change in discipline within the employee’s current campus. “Campus” means a college or the District Office.
- 12.3 A contract or regular faculty employee may initiate a full or partial reassignment to a discipline other than the employee’s current discipline by filing a written request for reassignment, along with a statement of eligibility consistent with the provisions of Section 12.1, directly to the area Vice President of the college. The request may be for a posted position or for reassignment outside a recruitment process. For an open posted position, the request for reassignment must be submitted within two (2) weeks following the first date of the posting of the position. For a reassignment outside a recruitment process, the request for reassignment may be made at any time during the academic year. A request for reassignment to a vacant position shall specify the position to which the faculty employee seeks reassignment. A request for reassignment outside a recruitment process shall specify the discipline to which the faculty employee seeks reassignment.

Upon receipt of a request for reassignment and statement of eligibility, the Vice President and the Dean of the division or program where the position resides shall discuss the reassignment in consultation, to the extent practicable, with a faculty representative of the discipline or program. The Vice President and Dean shall then discuss the request with the contract or regular faculty and forward a recommendation to the President.

12.3.1 For reassignment to an open posted position:

12.3.1.1 The Vice President and Dean shall meet with the contract or regular faculty employee within two (2) weeks of receipt of the request and shall forward a recommendation to the President, unless the President or designee requests an extension or is unavailable to respond.

12.3.1.2 A decision regarding reassignment shall be made before the search committee reviews applications resulting from the posting. If the faculty employee is accepted for reassignment, the faculty employee shall be reassigned to that discipline and any existing recruitment for that position shall be closed and cancelled.

12.3.2 For reassignment outside a recruitment process:

12.3.2.1 Within two (2) weeks of receipt of the request the Vice President shall contact the faculty employee to schedule a meeting to discuss the request and the basis for the faculty employee's interest in reassignment.

12.3.2.2. The faculty employee and division dean shall be notified of the decision regarding the request for reassignment. If the faculty employee's request is approved, the faculty employee shall be reassigned to that discipline.

Upon approval, the effective date of reassignment to an open posted position or reassignment outside a recruitment process shall be by mutual agreement but normally not later than the beginning of the next academic year.

If the administration denies the faculty employee's reassignment request, the faculty employee may request to discuss the denial with the supervising administrator(s) and/or President.

A faculty employee may apply for any posted position as an applicant and be considered for the position in accordance with the recruitment process.

12.4 The Board may assign a faculty employee to a discipline other than the employee's current discipline consistent with the terms of Section 12.1, provided that such reassignment shall be made only with their consent and the concurrence of a representative of FA, a representative of the division or program to which they may be assigned, and a representative of the Board. A faculty representative of the division or program shall normally be consulted regarding the proposed reassignment.

12.5 Notwithstanding Section 12.4, the Board may, after consulting with FA, reassign a faculty employee if such a reassignment is necessary to (1) complete an employee's full, annual load or (2) to meet the program or staffing needs of the District which may include, but are not limited to, filling a vacant position either permanently or temporarily with a qualified replacement or resolving a persistent personnel conflict. No reassignment shall be made arbitrarily or capriciously for punitive reasons.