

EMPLOYMENT PRACTICES

DC  
(LOCAL)

**Posting Vacancies**

The ~~College President~~College President or designee shall establish guidelines for advertising employment opportunities and posting notices of vacancies. These guidelines shall advance the Board's commitment to equal opportunity employment and to recruiting well-qualified candidates. Current College District employees may apply for any vacancy for which they have appropriate qualifications.

**Applications**

All applicants shall complete the application form supplied by the College District. Information on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a noncontractual position.

**Employment of Contractual Personnel**

The ~~College President~~College President has sole authority to make recommendations to the Board regarding the selection of contractual personnel.

The Board retains final authority for employment of contractual personnel, including those serving as provost, associate vice president of academic affairs, executive vice president, vice president, chief financial officer, chief operations officer, chief of staff, chief information officer, associate vice president, or a similar position. Executive vice president, vice president, assistant vice president, and dean. [See DCA]

**Employment of Noncontractual Personnel**

The Board delegates to the ~~College President~~College President final authority to employ ~~and dismiss~~ noncontractual employees on an at-will basis. [See DCC]