

Temporary Faculty to Teach Classes, Counsel, or Provide Librarian Services

Any person who is employed to teach classes, counsel, or provide librarian services for not more than sixty-seven (67) percent of the hours per week that are considered a full-time assignment for regular employees having comparable duties shall be classified as a temporary employee, and shall not become a contract employee. Service as a substitute on a day-to-day basis shall not be used for purposes of calculating eligibility for contract or regular status.

Temporary Faculty for Full-Time Faculty Leaves

The district may employ any qualified individual as a temporary faculty member for not more than one semester during a school year. The employment of these persons shall be based upon the need for additional faculty during a particular semester because a faculty member has been granted leave for a semester, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need. Such employment may be pursuant to a contract, fixing a salary for the entire semester. No person shall be so employed for more than two semesters within any period of three consecutive years.

Temporary Faculty for Agreements or Other Categorically Funded Projects

The district may employ faculty in programs and projects to perform services conducted under an agreement with public or private agencies, or other categorically funded projects of indeterminate duration under terms and conditions mutually agreed upon by the employee and the district. The agreement shall be reduced to writing. Such service is not included in calculating service required to attain permanent status unless the employee served at least seventy-five (75) percent of the number of days in regular schools of the district and is subsequently employed as a contract employee in a faculty position. However, if a faculty member was initially employed as a contract employee prior to being assigned to a categorically funded project or program, that employee's time serving as a contract employee will be included in calculating service required to attain permanent status.

Screening for temporary faculty shall, insofar as possible, be conducted in accordance with district practices and procedures for employment of regular faculty. In particular, there shall be consideration given to principles of selection that assure the greatest opportunity for participation by underrepresented groups as required by Board Policy 7100–Commitment to Diversity and Administrative Procedure 3420–Equal Employment Opportunity.