

Service Pins

The superintendent/president will arrange for employees to be recognized for years of service in five-year intervals.

Years of service is calculated using the original date of hire into a regular position (time worked in a temporary assignment is not included). A year is completed when 365 calendar days have passed since the date of hire (regardless of the number of months worked or percentage of assignment). The pin is awarded in the fiscal year when a five-year increment will be completed by the end of that fiscal year (June 30).

Faculty Emeritus

Emeritus status may be granted to retiring faculty who retired since June 1987, and who meet the following qualifications:

- A. Minimum of fifteen years of full-time service to the district
- B. Sustained commitment to the college and its welfare, as evidenced by at least ten years of college service outside the individual's primary responsibility, including committee work and/or other services verifiable by Academic Senate, division, or department records.

Faculty who retired prior to June 1987 after rendering fifteen (15) or more years of full-time service to the district will be granted honorary emeritus status upon request to the superintendent/president.

Recipients of emeritus status and honorary emeritus status will be given a designation appropriate to the service rendered (e.g. professor emeritus for classroom faculty; counselor emeritus, librarian emeritus, etc.).

Emeritus and honorary emeritus personnel will be recognized in the year the honor is bestowed in ways deemed appropriate by the Board of Trustees, the administration, and the Academic Senate.

Emeritus and honorary emeritus personnel may be granted appropriate privileges paralleling those granted to the full-time faculty, including:

- A. MiraCosta College email account
- B. Access to the college library
- C. Discounts on computer purchases through Academic Information Services
- D. A one-time supply of retiree business cards, if desired
- E. Four tickets per year to athletic, performing arts, or scholarly functions

The superintendent/president, in consultation with the Academic Senate, will develop procedures for implementing this policy.

The following steps shall be used to determine emeritus status for retired faculty:

- A. Human Resources will inform the superintendent/president whether retirees meet the years of service requirement.
- B. The superintendent/president shall forward the name of the retiree to the Academic Senate president after the Board of Trustees has accepted the retirement.
- C. The Academic Senate will review the qualifications of the candidate. If the Academic Senate believes the qualifications outlined in the board policy are met, it shall vote to nominate the candidate for board approval.
- D. The board shall consider the nomination by the Academic Senate. If the board grants emeritus status, the superintendent/president will notify the retiree by letter.

The district reserves the right to rescind emeritus status.