

1 Faculty lay-off procedures shall be conducted in compliance with Education Code Section 87743 et seq.

2 **Faculty Service Area (F.S.A.)**

3 The Sierra College Faculty shall be grouped into one (1) Faculty Service Area.

4 **Competency Criteria**

5 The competency criteria to serve in a Faculty Service Area shall either be a valid California Community  
6 College Credential or the Minimum Qualifications as listed in the Sierra Community College Disciplines  
7 List.

8 **Retraining**

9 The Board of Trustees shall make assignments and reassignments in a manner that employees shall be  
10 retained to render any service which their seniority and qualifications entitle them to render.

11 The Board retains the right to implement the provisions of Education Code Section 87743 et seq.  
12 However, the Board shall attempt to provide retraining opportunities as follows:

13 A faculty member who moves into a new discipline as a result of an anticipated lay-off or to assist the  
14 District to avoid a lay-off, is entitled to reassigned time for retraining.

15 The reassigned time is for the benefit of the District and its programs.

16 The amount of reassigned time will be agreed to between equal representatives from the faculty and  
17 management subject to Board approval. The employee will be participating in the deliberations.

18 The duration of the assigned time and the percentage of a load for reassignment will be agreed to  
19 between equal representatives from the faculty and management subject to Board approval. The  
20 employee will be participating in the deliberation. Generally, the employee must show enrollment in  
21 three (3) units of college work in the discipline in Education courses related to the discipline, or in an  
22 equivalent amount of other appropriate training for each 20% of reassigned time. This retraining may be  
23 spread out over a number of semesters.

24 Employees are expected to achieve satisfactory performance in any retraining activity.

25

ARTICLE 17: LAY OFF

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