

## HARTNELL COMMUNITY COLLEGE DISTRICT

### **BP 7120      Recruitment and Hiring**

**References:** Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., and 87458; Title 5 Sections 53000 et seq. and 51023.5; ACCJC Accreditation Standard III.A.1.

The superintendent/president shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria.

- An Equal Employment Opportunity Plan shall be implemented according to Title 5 and BP 3420 titled Equal Employment Opportunity.
- Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.
- The criteria and procedures for hiring academic employees shall be established and implemented in accordance with board policies and procedures regarding the Academic Senate's role in local decision-making.
- The criteria and procedures for hiring classified employees shall be established after first affording the appropriate classified organization an opportunity to participate in the decisions under the Board's policies regarding local decision making.

Adopted by the Governing Board: July 2, 2019

See Administrative Procedure 7120