

TRANSMITTAL OF RULES ADOPTED BY INSTITUTION OF HIGHER EDUCATION

FROM: BIG BEND COMMUNITY COLLEGE
(Name of Institution)

TO: CODE REVISER
LEGISLATIVE BLDG. (Southwest Corner, Ground Floor)
OLYMPIA 98504

The enclosed rules Permanent rules , being Order No. 76-29
Emergency rules
relating to (Name of rules or description of subject matter)

WAC 132R-180 REDUCTION-IN-FORCE POLICY -- ACADEMIC EMPLOYEES --
DECLARATION OF EMERGENCY

(ALTERNATIVE A. Use only for adoption of permanent rules)

pursuant to Notice No. 7233a (1) filed with the code reviser
on Nov. 1, 1976 (2) were regularly adopted as permanent rules of
(date)
this institution at Moses Lake, WA on Dec. 6, 1976 and are herewith
(place) (date)
filed in the office of the code reviser pursuant to chapter 28B.19
RCW. The effective date of such rules shall be _____ (3)

(ALTERNATIVE B. Use only for adoption of emergency rules)

pursuant to its finding in the attached administrative order,
that the immediate adoption of these rules is necessary for the
preservation of the public health, safety, or general welfare and
that observance of the requirements of notice and opportunity to
present views on the proposed action would be contrary to the
public interest, were regularly adopted as emergency rules of this
institution at _____ on _____ and
(place) (date)
are herewith filed in the office of the code reviser pursuant to
chapter 28B.19 RCW.

The undersigned hereby certifies that the requirements of chapter
28B.19 RCW and of the Open Public Meetings Act of 1971, chapter
42.30 RCW have been fulfilled.

Dated this 22nd day of December 1976.

STATE OF WASHINGTON
FILED
DEC 23 1976

BIG BEND COMMUNITY COLLEGE
(INSTITUTION)
Robert J. Wallenstien
By Robert J. Wallenstien
President
Title

CODE REVISER'S OFFICE
DOCKET # 10828 FILE # 1

- ① Notice number as appears on the copy of notice returned to you by reviser's office (if proceedings were continued, use no. of last notice)
- ② Stamped date as appears on the copy of notice returned to you by reviser's office (if proceedings were continued, use date of last notice)
- ③ Unless a later date is specified in this order or is prescribed in another statute, rules are effective 30 days after filing:
RCW 28B.19.050(2). Leave this space blank except in such special cases.

BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 18

RESOLUTION 76-29

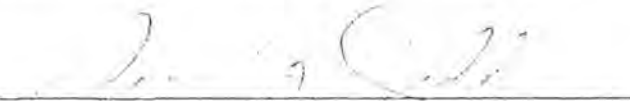
WHEREAS, pursuant to the powers vested in us by RCW 28B.50.140, and because of the requirements of RCW 28B.19, we, the Board of Trustees for Washington State Community College District No. 18, do hereby find that the preservation of the general welfare of BIG BEND COMMUNITY COLLEGE requires the amendment of regulations on the reduction-in-force policy for academic employees: declaration of emergency;

NOW, THEREFORE, BE IT RESOLVED that the attached amendment to WAC 132R-180, Reduction-in-Force Policy for Academic Employees: Declaration of Emergency, is hereby approved and adopted as permanent rules of Big Bend Community College.


BE IT FURTHER RESOLVED that this resolution and attached amended policy shall be forwarded to the Code Reviser for filing.

ADOPTED at a regular meeting of the Board of Trustees of Community College District No. 18, State of Washington, on December 6, 1976, with a quorum of such Board members duly present after notice of such meeting had been duly given as required by law.

BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 18


Chairman

ATTEST:


Secretary

WAC 132R-180-060 SENIORITY UNITS AND DETERMINATION OF SENIORITY.

(1) Seniority Units. The seniority units for the purpose of reduction in force will be: Health and Physical Education, Sociology and Anthropology, English and Literature, Mathematics Physical Sciences, Biological Sciences, Business Administration and Economics, Secretarial Science, Air Frame and Power Plant, Commercial Pilot, Auto Mechanics and Recreational Vehicles, Welding, Nursing, Agriculture, Recreation Technology, Art, Music, Foreign Languages, History and Political Science, Speech, Psychology, Counseling, Adult and Continuing Education, Home and Family Life, and Library.

(2) Assignment to Seniority Units. An academic employee will be assigned to a seniority unit by the appropriate dean after consultation with the appropriate chairman or director based upon a majority of the individual's assignment for the previous academic year. Academic employees on leave will be assigned on the basis of the academic assignment of the previous three (3) quarters during which he was assigned, excluding summer quarters. New employees will be assigned on the basis of their first-quarter assignments.

(3) Appeal of Unit Assignment. Any academic employee who feels he has been incorrectly placed in a seniority unit shall have the right to a hearing before the appropriate dean, division chairman, or director. Such hearing shall take place within seven (7) days from the time the academic employee was notified of this assignment. If no satisfactory settlement is reached, the academic employee may then appeal in writing to the President. The claim shall state the basis for the appeal, the President shall deliver to the academic employee and the president of the academic employee bargaining unit a copy of his decision. The decision shall clearly explain the reasons for his decision. Nothing in this section shall preclude the right of an academic employee to be accompanied by a representative of his choice in the appeal process.

(4) Notification of Seniority Unit Assignment. Each academic employee will be notified of his assignment to a seniority unit within:

(a) Thirty (30) days after the beginning of each academic year; or

(b) For new employees, thirty (30) days after being employed; or

(c) For the initial determination, thirty (30) days after the adoption of this policy.

(5) Establishing Seniority Unit Ranking. The ranking of each academic employee in a seniority unit shall be determined by:

(a) The date of the employee's signing of the first full-time contract, or affidavit, whichever is earlier, for the most recent period of continuous full-time professional services for Community College District No. 18 which shall include leaves of absences, sabbatical leaves, and periods of layoffs. Length of service or seniority shall include continuous professional services for the Moses Lake School District No. 161, prior to July 1967, if the academic employee was assigned full-time at that time to Big Bend Community College.

(b) In instances when employees have signed initial contracts on the same date or the date cannot be established from college records, seniority shall be determined by establishing the date the contract was signed by the agent of the District.

(c) In instances where neither of the above dates can be established, seniority shall be determined by the date of beginning full-time services with the District.

(d) In instances where academic employees have the same beginning date of full-time professional services, seniority shall be determined in the following order:

(i) First date of the signature of a letter of intent to accept employment;

(ii) First date of application for employment.