

- Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-030 The association meets with president. [Order 4975, § 132C-132-030, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-040 The need for reduction. [Order 4975, § 132C-132-040, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-050 Assignment of faculty. [Order 4975, § 132C-132-050, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-060 Consideration of number to be reduced. [Order 4975, § 132C-132-060, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-070 Most necessary services considered. [Order 4975, § 132C-132-070, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-080 Order of layoff. [Order 4975, § 132C-132-080, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-090 Seniority. [Order 4975, § 132C-132-090, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-100 Assignment. [Order 4975, § 132C-132-100, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.
- 132C-132-110 Right to return. [Statutory Authority: Chapter 28B.50 RCW. 80-05-004 (Order 21, Resolution 49-0280), § 132C-132-110, filed 4/4/80; Order 4975, § 132C-132-110, filed 12/20/74.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.

WAC 132C-132-010 through 132C-132-110 Repealed. See Disposition Table at beginning of this chapter.

Title 132E WAC

COMMUNITY COLLEGES--EVERETT COMMUNITY COLLEGE--EDMONDS COMMUNITY COLLEGE

Chapters

- 132E-129** Washington Community College District 5 reduction-in-force policy.
- 132E-130** Everett Community College policy and regulations governing reduction-in-force.

Chapter 132E-129 WAC

WASHINGTON COMMUNITY COLLEGE DISTRICT 5 REDUCTION-IN-FORCE POLICY

WAC

- 132E-129-001 Repealed.

DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

- 132E-129-001 Reduction-in-force. [Statutory Authority: RCW 28B.50.030, 28B.50.140(13), and 28B.50.852. 79-06-060 (Order 79-5-1, Resolution 79-5-1), § 132E-129-001, filed 5/23/79.] Repealed by 82-23-063 (Order 82-11-1, Resolution No. 82-11-1), filed 11/17/82. Statutory Authority: RCW 28B.50.140.

WAC 132E-129-001 Repealed. See Disposition Table at beginning of this chapter.

Chapter 132E-130 WAC

EVERETT COMMUNITY COLLEGE POLICY AND REGULATIONS GOVERNING REDUCTION-IN- FORCE

WAC

- 132E-130-010 Purpose.
- 132E-130-020 Implementation of reduction-in-force.
- 132E-130-030 Seniority.
- 132E-130-040 Lay-off units.

WAC 132E-130-010 Purpose. (1) This policy shall govern reduction-in-force, which is deemed to constitute sufficient or adequate cause for dismissal/termination of probationary faculty employees prior to the written term of their individual appointment or tenured faculty employees.

(2) Reduction-in-force shall include, but not be limited to, any of the following grounds:

(a) Lack of funds.

(b) Elimination and/or reduction of programs, courses or services.

(c) Decreased enrollment.

(d) Changes in educational policy and/or goals.

(3) Nothing in this reduction-in-force policy shall be construed to affect the decision and right of the appointing authority not to renew a probationary academic employee appointment without cause pursuant to RCW 28B.50.857. [Statutory Authority: RCW 28B.50.140. 82-18-068 (Order 82-8-1, Resolution No. 82-8-1), § 132E-130-010, filed 9/1/82.]

WAC 132E-130-020 Implementation of reduction-in-force. If the number of academic employees is to be reduced, the district president shall decide which programs and/or support services are most necessary to maintain the educational mission of the district. The district president shall then decide the number of full-time academic employees to be laid off in each lay-off unit. If a reduction is determined to be necessary, the order of reduction normally will be based on seniority within the applicable lay-off unit. In instances where it is in the best interest of the quality or effectiveness of the programs and services of the college, and after consultation with appropriate administrators responsible for and/or related to the lay-off unit regarding qualifications and/or performance of involved faculty, the district president may determine individuals to be laid off without following the order of seniority. Subsequent steps in the procedure for reduction-in-force are specified in

Appendix B of the District V/Everett Community College Federation of Teachers Labor Agreement. [Statutory Authority: RCW 28B.50.140. 82-18-068 (Order 82-8-1, Resolution No. 82-8-1), § 132E-130-020, filed 9/1/82.]

WAC 132E-130-030 Seniority. Seniority shall be determined by establishing the date of the signing of the first full-time contract for continuous full-time professional services for Community College District V and continuous professional services for the Everett School District prior to July 1967. Continuous service shall include leaves of absence, professional leaves, and periods of lay-offs. The longest term of employment as thus established shall be considered the highest level of seniority. In instances where faculty members have the same beginning date of full-time professional service, seniority shall be determined in the following order:

- (1) First date of signature of an employment contract.
- (2) First date of signature of letter of intent.
- (3) First date of application for employment.

[Statutory Authority: RCW 28B.50.140. 82-18-068 (Order 82-8-1, Resolution No. 82-8-1), § 132E-130-030, filed 9/1/82.]

WAC 132E-130-040 Lay-off units. (1) The lay-off units included under this policy are as follows:

Accounting and General Business	Geology
Alternative Education	History
Anthropology	Home Economics
Art	Journalism
Automotive Technology	Law Enforcement
Aviation Technology	Library
Biology	Licensed Practical Nursing
Carpentry	Math
Chemistry	Media Services
Cosmetology	Music
Counseling	Nursing Aide
Dance	Paramedical
Data Processing	Philosophy
Developmental Studies	Photography
Economics	Physical Education
Electronics	Physics and Physical Science
Emergency Medical	Political Science
Engineering	Psychology
English	Quality Control
Environmental Science	Real Estate
Family Life	Registered Nursing
Fire Science	Secretarial
Food Technology	Sociology
Foreign Languages	Speech
Forestry	Theater
Geography	Water Science
	Welding

(2) Additional lay-off units may be included under this policy at the discretion of the district president. Seniority lists of tenured and probationary faculty will be developed and published and/or posted by the district president and will be updated within five working days of November 1 of each year. Tenured and probationary academic employees shall be placed in the lay-off unit which best reflects their training and ability as determined by the district president. [Statutory Authority: RCW 28B.50.140. 82-18-068 (Order 82-8-1, Resolution No. 82-8-1), § 132E-130-040, filed 9/1/82.]

Title 132F WAC COMMUNITY COLLEGES--SEATTLE COMMUNITY COLLEGE

Chapters

- 132F-08 Procedure for contested case hearings.
- 132F-104 Procedure governing appearance before the board--Appointing authority.
- 132F-136 Policy on the use of college facilities.

Chapter 132F-08 WAC

PROCEDURE FOR CONTESTED CASE HEARINGS

WAC

- 132F-08-001 Formal hearing policy.
- 132F-08-080 Notice and opportunity for hearing in contested cases.
- 132F-08-120 Method of service.
- 132F-08-140 Filing with agency.

WAC 132F-08-001 Formal hearing policy. In each instance that a formal hearing is required by RCW 28B.19.110, the provisions of WAC 132F-08-001 through 132F-08-999 shall be applicable. [Statutory Authority: RCW 28B.19.110, 28B.19.120, 28B.19.130, 28B.19.140, 28B.19.150 and 28B.50.140. 81-14-072 (Order 39), § 132F-08-001, filed 7/1/81; Order 18, § 132F-08-001, filed 5/22/73.]

WAC 132F-08-080 Notice and opportunity for hearing in contested cases. In any contested case, all parties shall be served with a notice at least ten days before the date set for the hearing. The notice shall be signed by the chancellor of the Seattle Community College District or his designee and shall state the time, place, and issues involved, as required by RCW 28B.19.120. [Statutory Authority: RCW 28B.19.110, 28B.19.120, 28B.19.130, 28B.19.140, 28B.19.150 and 28B.50.140. 81-14-072 (Order 39), § 132F-08-080, filed 7/1/81; Order 18, § 132F-08-080, filed 5/22/73.]

WAC 132F-08-120 Method of service. Service of papers shall be made personally or, unless otherwise provided by law, by first-class or certified mail (return receipt); or by telegraph. [Statutory Authority: RCW 28B.19.110, 28B.19.120, 28B.19.130, 28B.19.140, 28B.19.150 and 28B.50.140. 81-14-072 (Order 39), § 132F-08-120, filed 7/1/81; Order 18, § 132F-08-120, filed 5/22/73.]

WAC 132F-08-140 Filing with agency. Papers required to be filed with the agency shall be deemed filed upon actual receipt by the executive secretary of the agency at 300 Elliott Avenue West, Seattle, Washington 98119, accompanied by proof of service upon parties required to be served. [Statutory Authority: RCW 28B.19.110, 28B.19.120, 28B.19.130, 28B.19.140, 28B.19.150 and 28B.50.140. 81-14-072 (Order 39), § 132F-08-140, filed 7/1/81; Order 18, § 132F-08-140, filed 5/22/73.]