

extent that such department heads, division heads or administrators have had or do have status as a teacher, counselor, or librarian.

**Full-time position** - One in which the faculty member receives a contract labeled full-time and works a regular load of his division or area for any three complete quarters in one calendar year. Only special circumstances, which shall be described in writing, will permit the faculty member to work less than a regular load and retain a full-time contract.

**Dismissal review committee** - A committee to hear dismissal cases shall be composed of a member of the administrative staff, a student representative, and members of the teaching faculty. The representatives of the teaching faculty shall represent a majority of the members on each review committee. The members representing the teaching faculty on each review committee shall be selected by a majority of the teaching faculty and faculty division heads acting in a body as specified by the dismissal policy.

**Faculty peer** - One who holds a faculty appointment.

**Probationer** - Any individual holding a probationary faculty appointment.

**Probationary faculty appointment** - A faculty appointment for a designated period of time which may be terminated without sufficient cause upon expiration of the probationer's terms of employment.

**Tenure** - A faculty appointment for an indefinite period of time which may be revoked only for sufficient cause and by due process.

**Tenure review committee** - A committee composed of the probationer's faculty peers, a student representative, and a member of the administrative staff of the community college provided that the majority of the committee shall consist of the probationer's faculty peers and that the faculty members be elected as specified by the tenure policy by a majority of the faculty members.

**Appointing authority** - Shall mean the board of trustees of Community College District No. 2.

**Administrative appointment** - Shall mean employment in a specific administrative position as determined by the appointing authority.

**Administrative position** - For purposes of this document, the following positions are considered administrative positions at Grays Harbor College: President, dean of instruction, dean of administration, associate dean for student affairs, associate dean for admissions and records, associate dean for vocational education, associate dean for continuing education, assistant dean of administration, assistant dean for library and media services, coordinator of basic education, coordinator of continuing education, coordinator of child and family studies, coordinator of women's resources center, coordinator of financial aids and veterans affairs, and coordinator of student programs. [Statutory Authority: RCW 28B.50.140(13). 81-10-008 (Order 81-1, Resolution 2-81, 3-81 and 4-81), § 132B-128-020, filed 4/24/81; 79-08-129 (Order 79-1, Resolution 11-79), § 132B-128-020, filed 8/1/79; Order, § 132B-128-020, filed 3/28/73.]

## Chapter 132B-276 WAC PUBLIC RECORDS POLICY

WAC  
132B-276-040 Operations and procedures.

**WAC 132B-276-040 Operations and procedures.** The district is established under RCW 28B.50.040 to implement the educational purposes established by RCW 28B.50.020. The college district is operated under the supervision and control of a board of trustees. The board of trustees is made up of five members, each appointed by the governor to a term of five years. The trustees exercise the powers and duties granted them under RCW 28B.50.140. [Statutory Authority: RCW 28B.50.140(13). 81-10-008 (Order 81-1, Resolution 2-81, 3-81 and 4-81), § 132B-276-040, filed 4/24/81; Order, § 132B-276-040, filed 10/28/74.]

## Title 132C WAC COMMUNITY COLLEGES--OLYMPIC COMMUNITY COLLEGE

### Chapters

**132C-10** Board of trustees--Policies--Bylaws.  
**132C-132** Rules and procedures for implementing reduction in faculty.

### Chapter 132C-10 WAC BOARD OF TRUSTEES--POLICIES--BYLAWS

WAC  
132C-10-095 Repealed.

#### DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

132C-10-095 Reduction in staff. [Order 70-1, § 132C-10-095, filed 7/7/70.] Repealed by 82-01-008 (Order 22, Resolution No. 50-1181), filed 12/4/81. Statutory Authority: Chapter 28B.50 RCW.

**WAC 132C-10-095 Repealed.** See Disposition Table at beginning of this chapter.

### Chapter 132C-132 WAC RULES AND PROCEDURES FOR IMPLEMENTING REDUCTION IN FACULTY

WAC  
132C-132-010 through 132C-132-110 Repealed.

#### DISPOSITION OF SECTIONS FORMERLY CODIFIED IN THIS CHAPTER

132C-132-010 Procedure for reduction in faculty. [Order 4975, § 132C-132-010, 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-132-020 Review by president. [Order 4975, § 132C-132-020, 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-132-030 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