

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	Layoff 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. WSR 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 layoff 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. WSR 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 layoffs. 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. WSR 82-18-068 (Order 82-8-1, Resolution No. 82-8-1), § 132E-130-030, filed 9/1/82.]

WAC 132E-130-040 Layoff units. (1) The layoff 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 layoff 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 layoff unit which best reflects their training and ability as determined by the district president.

[Statutory Authority: RCW 28B.50.140. WSR 82-18-068 (Order 82-8-1, Resolution No. 82-8-1), § 132E-130-040, filed 9/1/82.]