

Section 4. Tenure

A. Purpose.

Tenure is a means for providing job security consistent with the mission of the community colleges and of assuring a high level of service to the college by those holding such tenure. The employer agrees that the appointment of a member of the bargaining unit who has been granted tenure pursuant to the terms of this Agreement or who had acquired tenure under the Board's personnel policies may be terminated only in accordance with the procedures set forth in this Agreement. The professional staff member has a correlative responsibility to the employer to maintain an acceptable level of proficiency in service to the college.

Tenure is granted by the President and relates only to the college and not the System. Tenure recognizes professional growth and improvement in service to the college, the usefulness of the individual's services to the college, affirmative evidence of an acceptable level of proficiency of service, and the potential for service and professional growth. The decision of the President with respect to tenure shall be final.

B. Procedure.

The following procedures shall govern the consideration of bargaining unit members for tenured appointments. The President or his/her designee is responsible for insuring that the procedures are followed.

(1) The President shall annually, by October 1, publish a list of those eligible for consideration for tenure as provided in Section 1 of this Article.

(2) By November 1, the professional staff member shall submit a request for consideration for tenure, utilizing a form to be established by the Board after consultation with the union. By December 15, the supervisor shall consider each member of the bargaining unit who is eligible for tenured appointment and who has submitted a request pursuant to this paragraph and shall:

(a) recommend that a tenured appointment be granted, that a tenured appointment not be granted and a standard appointment issued, or that a tenured appointment not be granted and a final appointment issued;

(b) inform each candidate for tenure, in writing, of the recommendation made;

(c) inform each individual for whom a standard appointment is recommended, in writing, of areas needing improvement, where appropriate;

(d) forward her/his recommendations to the President.

In making a recommendation, the supervisor shall be guided only by the best interests of the college and the individual's quality of performance of professional