

**CHAPTER 7: HUMAN RESOURCES  
BOARD POLICY NO.: 7120**

**BOARD POLICY  
SISKIYOU JOINT COMMUNITY COLLEGE DISTRICT**

**Subject: Recruitment and Hiring**

**Adoption Date:**

3/07/68

**Review Date(s):**

**Revision Date(s):**

12/07/93

5/01/12

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6/5/18

**Policy Reference: Education Code Sections 70901.2, 70902(b)(7) & (d), 87100 et seq., and 87458; Title 5 Sections 53000 et seq. 51023.5; ACCJC Accreditation Standard III.A.1**

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The Superintendent/President shall establish procedures for the recruitment and selection of employees including, but not limited to, the following criteria.

An Equal Employment Opportunity Plan shall be implemented according to Title 5 and Board Policy 3420 titled Equal Employment Opportunity.

Academic employees shall possess the minimum qualifications prescribed for their positions by the Board of Governors.

The criteria and procedures for hiring academic employees shall be established and implemented in accordance with Board Policies and Procedures regarding the Academic Senate's role in local decision-making.

The criteria and procedures for hiring classified employees shall be established after first affording the Classified School Employees Association, Chapter 581 an opportunity to participate in the decisions under the Board's Policies regarding local decision making.

**See Administrative Procedure 7120**