

## **Board Policy 7120**

## **Recruitment and Selection**

In order to select and to retain the most qualified employees, the Superintendent/ President shall establish procedures for the recruitment and selection of employees, including but not limited to the following criteria:

1. An Equal Employment Opportunity Plan shall be implemented according to Title 5 and Board Policy 3420.
2. Academic employees shall possess at least the minimum qualifications prescribed for their positions by the Board of Governors.
3. 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 and the current provisions of the collective bargaining agreement between the District and the exclusive bargaining representative for faculty.
4. The criteria and procedures for hiring classified employees shall be established after first affording the exclusive collective bargaining representative an opportunity to participate in the decisions under the Board's policies regarding local decision-making.

### **Reference:**

Education Code Section 70901.2, 70902(b)(7) & (d). 87100 et seq., and 87458  
Title 5 Sections 53000, et seq. and 51023.5  
Accreditation Standard III.1.A

Replaces Board Policies 4211, 4311

El Camino College  
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