

**Section Ten—~~Confidential and Management Personnel~~  
Unrepresented Employees  
Governance Processes Relative to the  
District Board Policy Manual  
and Collegial Consultation  
With Academic Senates**

**Employ the Process of Mutual Agreement**

- Policies:**
- (1) **10B4**, Administrative Retreat Rights to Faculty Status for Administrators Hired on or After July 1, 1990 (*include Policies 10B4A through 10B4F*)
  - (2) **10B5**, Administrative Retreat Rights to Faculty Status for Administrators Hired Prior to July 1, 1990 (*include Policies 10B5A through 10B5F*)

**Procedures:** None

**Appendices:** None

**Rely Primarily Upon the Advice and Judgment**

- Policies:**
- (1) **10A5B5** (re: college president responsibilities)
  - (2) **10A5B16** (re: college president responsibilities)
  - (3) **10B3D** (re: selection of management personnel)
  - (4) **10B3H2** (re: selection of management personnel)
  - (5) **10B3H6** (re: selection of management personnel)
  - (6) **10B3I4** (re: joint screening committee for college educational administrator positions)

**Procedures:** None

**Appendices:** None

# READABLE DRAFT

Kern Community College District  
Office of Human Resources  
November 18, 2014

**BP 10A Administrative Organization**

## **Proposed Addition to Kern Community College District Board Policy Manual Section – Ten –Unrepresented Employees**

Governance Process:

Reason for Revision: To Establish District Policy

### **10A Administrative Organization** *(Revised September 2014)*

**10A1** The Kern Community College District shall use a line-staff organization plan. Administrative authority rests with the Board of Trustees, through the Chancellor to appropriate administrative officers. See **Appendix 10A1(a)** of this Manual for organizational charts.

**10A2** The Chancellor shall appoint a Chancellor's Cabinet to assist in the solution of administrative problems and formulation of educational policies.

**10A3** Employees in the Chancellor's Cabinet shall be the Chancellor; Chief Financial Officer, Vice Chancellor of Educational Services, Vice Chancellor Human Resources, and Vice Chancellor, Management and Operations; Presidents of the Colleges.

**10A4** The Board of Trustees of the Kern Community College District shall establish policy, and it shall be the responsibility of the administrative staff to implement the policy.

### **10A5 Responsibilities of the Chancellor, College President, and Management Employees**

#### **10A5A Chancellor**

The Chancellor is the chief executive officer of the District. All functions of the District are directed by the Chancellor in keeping with policies established by the Board of Trustees.

- 10A5B** The Board of Trustees shall appoint the Chancellor and fix the salary and term of office.
- 10A5C** The Chancellor's powers and duties shall be initiatory and executory. The Chancellor shall act both as a professional advisor of the Board in the formulation of policies for governing the District and as chief executor of the policies adopted by the Board. Detailed duties and responsibilities are provided in the contract for Chancellor. All powers and duties delegated to the Chancellor are to be executed in accordance with the policies adopted by the Board. All acts performed by the Chancellor which are classed in law as discretionary are subject to review and to final approval by the Board unless the Board specifically authorizes such acts to be executed in a particular manner.
- 10A5D** The control of the District shall be unified under the Chancellor, and all employees of the District shall be responsible to the chief executive officer through the District line and staff organization.
- 10A5E** The Chancellor shall nominate or recommend employees, and the Board shall employ from those who have been nominated or recommended by the Chancellor. It shall be the responsibility of the Chancellor to employ and retain well-qualified, competent staff members. The Chancellor may authorize interim employment prior to Board action to accommodate payroll processing, however, Board action is required to ratify employment at the next regularly scheduled Board meeting.
- 10A5F** The recommendation for assignment and promotion of all employees of the District shall be made to the Board by the Chancellor.
- 10A5G** The suspension or dismissal of an employee of the District shall be made by the Board on the Chancellor's recommendation. The Chancellor may suspend an employee at any time until the next meeting of the Board under provisions of the law.
- 10A5H** The Chancellor is authorized by the Board of Trustees to accept the resignation of any employee. The Chancellor may delegate this responsibility by written designation to District Officers or College Presidents.
- The Chancellor shall receive and approve all recommended new employees and their affixed initial position assignment to the Board of Trustees pursuant to **11B1**.

The Chancellor shall receive and may approve all recommended changes to employee position assignments to the Board of Trustees pursuant to **11B1**.

**10A5I** The Chancellor serves as Secretary to the Board of Trustees.

#### **10A6** College President

As the executive head of a College, the President is responsible to the Chancellor of the District. As chief administrator of the College, the President shall be responsible for enforcing and following the policies, procedures, rules, and regulations as set forth by the general laws of the United States of America, the State of California, the California Education Code, the Board of Governors of the California Community Colleges, the Board of Trustees and the Chancellor. The President shall have the authority to delegate areas of responsibility as approved by the Chancellor.

**10A61** The President shall make recommendations to the Chancellor for the employment, retention, and dismissal of all staff.

**10A62** The President of each College shall have responsibility for the assignment of all College staff as approved by the Board of Trustees.

**10A63** The President shall appoint management representatives to standing and ad hoc committees and designate the chairs of College-wide committees according to College policy and the law.

**10A64** The President shall carry out such duties as may be assigned by the Chancellor.

**10A65** The President shall appoint department/division chairs according to College policy.

#### **10A7** Responsibilities of Management Staff

Responsibilities and job descriptions of all management positions as designated by the Board of Trustees are to be maintained on a current basis with the District Human Resources office. The following is a link to the **Board Approved Job Descriptions**. <https://www.kccd.edu/human-resources/job-descriptions>

#### **10A8** Responsibilities of Confidential Employees

Confidential employees, as designated by the Board of Trustees, are employees who are required to develop or present management positions with respect to employer-employee relation or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions.

Responsibilities and job descriptions of all confidential positions as designated by the Board of Trustees are to be maintained on a current basis with the District Human Resources office. The following is a link to the **Board Approved Job Descriptions**. <https://www.kccd.edu/human-resources/job-descriptions>

Admin 7/21/14  
Ch. C. 8/26/14  
Ch. C. 9/16/14  
Admin 10/13/14