
**Kern Community College District
Board Policy
Chapter 7 – Human Resources**

BP 7110 DELEGATION OF AUTHORITY, HUMAN RESOURCES

Reference:
Education Code Section 70902(d)

The Board of Trustees shall delegate authority to the District Chancellor or **Chancellor's designee**, to authorize employment, fix job responsibilities, and perform other personnel actions provided that all federal and state laws and regulations and board policies and administrative procedures have been followed subject to confirmation by the Board.

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BP 7120 RECRUITMENT AND HIRING

References:

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

The **District** Chancellor shall nominate or recommend employees, and the Board of **Trustees** shall employ from those who have been nominated or recommended by the **District** Chancellor. It shall be the responsibility of the **District** Chancellor to employ and retain well-qualified, competent staff members. The **District** Chancellor may authorize interim employment and payment prior to Board action to accommodate payroll processing; however, Board action is required to ratify employment at the next regularly scheduled Board meeting.

The **District** Chancellor 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 BP 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 CSEA an opportunity to participate in the decisions under the Board's policies regarding local decision making.