



## **BP 7120 RECRUITMENT AND SELECTION**

### **References:**

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

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 (EEO) Plan shall be implemented according to Title 5 and BP 3420 Equal Employment Opportunity.

Academic employees (faculty and educational administrators) shall possess the minimum qualifications prescribed for their positions by the Board of Governors.

The criteria and procedures for hiring faculty 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 educational administrators, classified managers and confidential employees shall be established and implemented in accordance with board policies and procedures regarding local decision-making.

The criteria and procedures for hiring classified employees shall be established after first affording the exclusive classified representative, California School Employees Association (CSEA) organization an opportunity to participate in the decisions.

Also see BP/AP 2510 Participation in Governance and Local Decision-Making.

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**Adopted:** June 23, 2016

*(Replaces SBCC BP 1400)*

**Legal Reference Update #29:** October 2016