



SAN DIEGO COMMUNITY COLLEGE DISTRICT

CITY COLLEGE • MESA COLLEGE • MIRAMAR COLLEGE • CONTINUING EDUCATION

Administrative Procedure

Chapter 7 – Human Resources

AP 7231 – SENIORITY

The Board of Trustees shall make assignments and reassignments in a manner that employees shall be retained to render any service which their seniority and qualifications entitle them to render. The establishment of each employee's seniority within their particular unit shall be determined based on the employee's hire date as a permanent employee. A lottery system will be utilized in the case of a tie. Procedures regarding employee seniority should be read in conjunction with the appropriate collective bargaining agreement.

Also see the Collective Bargaining Agreements (CBA)/Handbooks for applicable employee groups. If there is any conflict between this procedure and the applicable CBA, the CBA provisions shall prevail.

References: Education Code Sections 87743 et seq., 88017(b), 88117, and 88127

Approved: 4/1/19

New Procedure