EMPLOYEE CLASSIFICATIONS

- Administrators
- Faculty
- Classified
- Confidential
- Professional Experts
- Community Service Teachers
- Student Workers
ADMINISTRATORS - TYPES

1. Educational Administrators (16)
   - one who is directly responsible for an instructional or student service program

2. Classified Administrators (10)
   - one who is not an educational administrator

3. Grant-Funded Administrators (5)
   - a temporary, at-will employee hired with grant or categorical funds
administrators - appointments

- Ed Code allows for employment contracts of up to four years
- NVC currently issues annual contracts for all administrators, with the exception of the President and Vice Presidents
- In absence of March 15 notice for annual contracts, contracts automatically roll over
- For more than one-year contracts, need six-month notice
## FACULTY - TYPES

<table>
<thead>
<tr>
<th>CREDIT</th>
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<tbody>
<tr>
<td>Full-Time Regular (tenured)</td>
<td>77</td>
</tr>
<tr>
<td>Full-Time Contract (tenure-track)</td>
<td>15</td>
</tr>
<tr>
<td>Full-Time Grant Funded (temporary)</td>
<td>2</td>
</tr>
<tr>
<td>Leave Replacements (temporary)</td>
<td>5</td>
</tr>
<tr>
<td>Part-Time, Hourly (temporary)</td>
<td>~293</td>
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<table>
<thead>
<tr>
<th>NONCREDIT</th>
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<tbody>
<tr>
<td>Part-Time, Hourly (temporary)</td>
<td>7</td>
</tr>
</tbody>
</table>
CREDIT FACULTY - APPOINTMENTS

• Full-Time Regular – Issued annual contracts
• Full-Time Contract – Issued annual contracts
• Full-Time Grant Funded – Issued annual contracts

Board approves Step and Status Document each February to ratify these appointments.
CREDIT FACULTY - APPOINTMENTS

• **Leave Replacements** – Receive contract for specific time period of one or two semesters; eligibility limited to two out of six semesters

• **Part-Time, Hourly** – Issued “Notice of Assignment” for each term

NONCREDIT FACULTY - APPOINTMENTS

• **Noncredit** – Issued “Notice of Assignment” for each term
## CLASSIFIED - TYPES

<table>
<thead>
<tr>
<th>CLASSIFIED</th>
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<tbody>
<tr>
<td>Full-Time Regular (passed probation)</td>
<td>102</td>
</tr>
<tr>
<td>Less-Than-Full-Time Regular (passed probation)</td>
<td>24</td>
</tr>
<tr>
<td>Full-Time Probationary</td>
<td>5</td>
</tr>
<tr>
<td>Less-Than-Full-Time Probationary</td>
<td>5</td>
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</tbody>
</table>
CLASSIFIED - APPOINTMENTS

• **Regular** – Once probation is passed, employee has “property rights” to the position; could be laid off due to lack of work/funds or dismissed for cause.

• **Probationary** – Serve a six-month probation (one-year for Peace Officers) and can be released with or without cause during this period.

• **Hourly** – Approved for periods of less than six months; are at-will so can be released at any time.
CONFIDENTIAL EMPLOYEES

• Duties require access to information that is used to contribute significantly to management positions in the context of labor relations
• Once probation is passed, have the same rights as Classified employees
PROFESSIONAL EXPERTS

- Require specialized skills or training
- Receive annual notice of appointment
- Can be released at any time due to lack of work or lack of funds
COMMUNITY SERVICE TEACHERS

• At-will employees
• Employees teach in a variety of personal development and/or skill classes
• Student fees must cover cost of offering the class
STUDENT WORKERS

- Students must enroll in minimum number of units and must maintain Satisfactory Academic Progress (SAP)
- Students with financial need are funded under the Federal Work Study Program (FWS), a type of financial aid
- Students without financial need can be hired with District work study funds