



**COMPTON COMMUNITY COLLEGE DISTRICT
BOARD OF TRUSTEES POLICIES**

BP 7120 Recruitment and Selection

Issued: October 20, 2009
Revised: August 18, 2015
Revised: November 19, 2019

References:

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

The President/Chief Executive Officer (CEO) 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 Equal Employment Opportunity.
- Academic employees shall possess the minimum qualifications prescribed for their positions by the California Community College 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.
- Classified employees shall be recruited and selected in accordance with the provisions of the merit system.
- The regulations and procedures for hiring represented employees shall be established and implemented in accordance with applicable collective bargaining language.

The CEO shall establish the regulations necessary to implement this policy.

Applicable Administrative Regulations:

AR 7121 Administrative Recruitment and Selection
AR 7122 Faculty Recruitment and Selection
AR 7123 Classified Recruitment and Selection
AR 7124 Unclassified Recruitment and Selection
AR 7125 Verification of Eligibility for Employment
AR 7126 Applicant Background Checks