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WEST HILLS COMMUNITY COLLEGE

CERTIFICATED STAFF

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CREATING AND ABOLISHING A POSITION

It is the responsibility of the Board to provide the necessary staff for the furtherance of the educational program and the operation of the District, but to do so in an efficient manner consistent with the responsibility of the Board to its constituency for the judicious allocation of its resources.

The Board reserves the right, in accordance with statute, to create new positions, specify the number of persons within each job category, set the initial salary for a new position, and abolish any existing position in whole or in part and to reduce the number of permanent employees for reasons of a decline in the number of pupils enrolled or reduction or discontinuance of a particular service of the District.

In the exercises of its authority to create new positions, the Board shall give considerations to:

1. the number of students enrolled;
2. the special needs of the District;
3. the special needs of the students; and
4. the operational services of the District.

In the exercise of its authority to abolish a position, the Board shall give consideration to the effect upon the educational program and the impact upon the costs of operating.

The Chancellor shall recommend to the Board for its deliberation the creation or abolishment of existing positions.

Board approval date: \_\_\_\_\_