

## Appendix W

### Board Policy 5107 - Competency Policy

Minimum qualifications and competency within a faculty service area (FSA) provide the basis to determine reassignment rights of more senior employees to be retained in areas in which they might not be employed at the time of layoff. A faculty member may qualify in any FSA in which he/she has met both minimum qualifications and district competency standards.

To be considered "competent" in a service area, one must meet minimum qualifications in the discipline and FSA and meet district criteria for competency in the FSA.

Cabrillo College competency criteria are:

1. Two semesters of satisfactory district employment in the service area, AND
2. In service areas demonstrating technological development that has produced significant change in the last 5 years, satisfactory district employment in the service area in the last 5 years OR 12 semester units of upper division or graduate level course work in the service area in the last 5 years OR equivalent work experience in the service area during the last 5 years. The equivalency of work experience will be determined by a committee composed of 2 administrators, one division chair -- selected by the superintendent/president and two tenured faculty members selected by CCFT.

The FSAs requiring recency are:

Computer Applications and Business Technology (CABT)  
Computer Science  
Computer Technology  
Computer Information Systems  
Computer controlled music synthesis, electronic music, or musical recording  
Engineering Technology  
Technical Theater  
Multi Media

Subsequent requests for changes to the above list will be made through the collective bargaining process.