

Proposed Addition to
Kern Community College District Board Policy Manual
Section Eleven – General Personnel Administration

Policy 11B4

Governance Process: Share as Information Only

Reason for Addition: To Establish District Policy

11B4 Designation of Emeritus Status

In recognition of years of valued service and contributions to the Kern Community College District, the Board of Trustees has established the title of “Emeritus” to be granted to those who meet the standards as set forth in this Board policy. The objective of this policy is to honor past affiliation and encourage and maximize the inclusion of Emeriti in District and College activities after retirement.

11B4A The designation of Emeritus status requires the approval of the Board of Trustees of the Kern Community College District.

11B4B The Board shall have the sole responsibility for officially honoring and recognizing District Faculty and Educational Administrator retirees by granting the designation of Emeritus. The Emeritus designation shall have no contractual obligations, nor shall there be any compensation connected with the title.

11B4C The Emeritus designation is not automatic and shall be acted upon individually in each case upon recommendation to the College President. The College President shall make recommendations to the District Chancellor for consideration. The Chancellor reserves the right to make certain decisions related to the Emeritus designation and shall make recommendations to the Board of Trustees for action.

11B4D District Human Resources shall have the responsibility of verifying eligibility for Emeritus designation.

11B4E For consideration of Emeritus designation, the faculty or educational administrator must have served the District for at least twenty (20) years in full-time status; and shall be retiring without

cause at the end of the academic year in which the Emeritus designation is granted; or must have previously retired from the Kern Community College District. Such employees may receive the Emeritus designation for the rank of the last office held prior to retirement or resignation.

Emeritus designation may be bestowed on the following groups of Kern Community College District employees:

- 1) Faculty – upon retirement or resignation after twenty (20) years of full-time service
- 2) Educational Administrator – includes presidents and other educational administrators; upon retirement or resignation after twenty (20) years of full-time service
- 3) Trustee – a person who has served as a Kern Community College District Trustee for twelve (12) years or more and no longer serves on the Board.

11B4F The Board of Trustees reserves the right to grant the designation of Emeritus upon members of other groups of employees who have a record of significant contribution to the District/College.

11B4G Official recognition of Emeritus status shall be given during an appropriate meeting or ceremony of the Board of Trustees close to the time of the qualifying retirement or resignation.

No commitment or public announcement regarding an employee's proposed Emeritus status shall be made prior to approval by the Board of Trustees.

11B4H Official recognition of Emeritus status shall provide certain privileges, benefits, and courtesies as defined in Procedure 11B4 of this Manual.

11B4I District Human Resources shall maintain a file of all District employees for whom the status of Emeritus has been granted by the Board of Trustees.

Reviewed and Recommended by
District Vice Presidents
November 4, 2009

Reviewed and Recommended by
Chancellor's Cabinet
November 10, 2009

Reviewed by
District Consultation Council
November 17, 2009

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Emeritus Status

Recognition of Emeritus status for District employee groups as defined in Policy 11B4F may include, but not necessarily be limited to, the following privileges, benefits, and courtesies:

- 1) An official document which certifies Emeritus status endorsed by the president of the Governing Board, the Chancellor; and the endorsement of the College President and the President of the Academic Senate when Emeritus status is granted to College Faculty or Educational Administrators;
- 2) Listing in all appropriate District and/or College publications;
- 3) A District or College identification card which indicates Emeritus status and therefore, free or discounted rates for selected District or College events;
- 4) Participation, by invitation of the District or College, in the District's or College's public ceremonies;
- 5) Library and Learning Center privileges comparable to those of current Faculty or Educational Administrators subject to District Policy and administrative regulations;
- 6) Eligibility to participate, by invitation, in the District's or College's professional development activities;
- 7) Parking privileges comparable to those of current Faculty or Educational Administrators subject to District Policy and administrative regulations.

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