

SECTION IX
EQUIVALENCY POLICY
AND PROCEDURES

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POLICY

In accordance with Education Code Section 87359 and Section 53430 of the California Code of Regulations, Title 5, the Foothill-De Anza Community College District may grant equivalency to the minimum qualifications of a degree and/or experience required for a position to those applicants who provide conclusive evidence of equivalency to the minimum qualifications. Equivalency for degree requirements is based on conclusive evidence that an applicant possesses the general education and the major course work required for the required degree or clear and verifiable eminence in the discipline. Equivalency for required experience is based on conclusive evidence of mastery of the skills of the vocation for the specific assignment as well as for other courses in the discipline and extensive and diverse knowledge of the working environment of the vocation.

PROCEDURE

Committee

Each college will establish an Equivalency Committee as follows:

The De Anza Equivalency Committee will include the Vice President of Instruction or designee, the President of the Academic Senate or designee, and at least one discipline expert from the department/division/program in which the position exists.

The Foothill Equivalency Committee will include the Dean of Faculty and Staff or designee, the President of the Academic Senate or designee, and at least one discipline expert from the department/division/program in which the position exists.

In no case shall a person who serves on the Search Committee or who is recommending equivalency also serve on the Equivalency Committee. If a discipline expert is not available from the division/department/program, a discipline expert from the other college or from another college, university, or the community may be asked to serve on the committee. Equivalency granted by either committee is acceptable throughout the District.

Criteria

Granting equivalency to minimum qualifications is based on the same criteria, documentation, and committee deliberation for all faculty positions: full-time, part-time, leave replacement, and grant/special funded positions.

For disciplines normally requiring a master's degree, equivalency may be granted on the

basis of any of the following:

1. Completion of the master

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OTHER PROVISIONS

Equivalency is granted on a District-wide basis.

Equivalency is granted for a discipline and not for a specific course within a discipline.

All deliberations of the Equivalency Committee and all records involved in the proceedings shall be confidential.

A determination of equivalency does not guarantee an interview, employment, or reassignment. The determination of equivalency establishes that the individual meets the minimum qualifications for the position and does not bestow rights to any position or process.

The granting of an equivalency is on a case-by-case basis and does not establish precedent for future applicants.

Equivalency shall not be granted on a "contingency" or "emergency" basis pending additional review or receipt of documentation for any reason.

Teaching experience is not equivalent to experience in the discipline.