



Executive Order: 2020-04

Effective Date: April 27, 2020

Title: Temporary Suspension of Regulations Limiting Interim Appointments to Address the Continuity of Education in Community Colleges During the COVID-19 Declared State of Emergency

Executive Order 2020-04 is issued pursuant to Resolution of the California Community Colleges Board of Governors No. 2020-01 and title 5, section 52020, of the California Code of Regulations, which confers on the Chancellor emergency powers to take all appropriate actions, including the issuance of executive orders, to allow for the continued education of community college students during the period of emergency proclaimed by the Governor of the State of California on March 4, 2020. This authority allows the temporary suspension of regulations adopted by the Board of Governors and the suspension of local rules and regulations that are a barrier to the continuity of educational services.

WHEREAS, the COVID-19 state of emergency declared by the Governor on March 4, 2020 continues; and

WHEREAS, the COVID-19 pandemic and the resulting public health measures, such as required social distancing, have substantially disrupted the California economy, and the administration of California Community Colleges; and

WHEREAS, to address these public health measures, community college districts throughout the state have converted face-to-face courses to online or alternative formats, and have limited campus access to essential personnel; and

WHEREAS, the COVID-19 pandemic has caused the community colleges to suffer economic uncertainties and related planning challenges, logistical obstacles to recruitment, a need to fill positions to continue public education, and a need for flexibility to adjust the workforce to provide remote education; and



WHEREAS, it is vital during the COVID-19 pandemic to provide flexibility in the management of community college and community college district staff so that community college districts can maintain the continuity of educational services.

THEREFORE, as the Chancellor of the California Community Colleges, I declare the following:

1. The above recitals are true and correct.
2. Resolution of the California Community Colleges Board of Governors No. 2020-01 and title 5, section 52020, of the California Code of Regulations, authorize me to take all appropriate actions to allow for the continued education of community college students during the period of emergency proclaimed by the Governor of the State of California on March 4, 2020, including the temporary suspension of regulations adopted by the Board and the suspension of local rules and regulations that are a barrier to the continuity of educational services.
3. Due to the existing state of emergency, strict adherence to section 53021, subdivision (b)(1), of title 5, of the Code of California Regulations, will impose barriers to the continuity of educational services. The provisions of this subdivision which limit specified interim appointments, including “in-house or promotional” recruitments, to “the minimum time necessary to allow for full and open recruitment,” and prohibit such interim appointments from exceeding two years in duration, are hereby temporarily suspended, for the duration of the COVID-19 state of emergency or the expiration of Section 52020, whichever is earlier.
4. The California Community Colleges remain committed to equal employment opportunity and equity in hiring across all employment classifications. Notwithstanding the regulatory relief granted by this executive order, college districts are strongly encouraged to exercise their discretion in favor of conducting full and open recruitment when circumstances permit during the



COVID-19 emergency. Upon the expiry of the term of this suspension, community college districts shall proceed expeditiously with “full and open recruitments” for all those positions that have been filled through interim appointments for more than two years.

5. Any local district board policies or regulations in conflict with the above regulatory suspension shall also be suspended for the duration of the COVID-19 state of emergency or the expiration of Section 52020, whichever is earlier.
6. This executive order shall remain in full force and effect as long as the declaration of the COVID-19 state of emergency is in place, or the expiration of Section 52020, whichever is earlier.

A handwritten signature in black ink, appearing to read 'ELOY ORTIZ OAKLEY'.

Eloy Ortiz Oakley, Chancellor

Dated: April 27, 2020