

6Hx19-1.28 **EMPLOYMENT, DISMISSAL, AND EVALUATION OF THE COLLEGE PRESIDENT**

The purpose of this Board Rule is to establish Board policy regarding the employment, dismissal and evaluation of the College President.

1. Employment of the President

The District Board of Trustees (Board of Trustees) shall establish the minimum qualifications and shall approve the job description of the College President consistent with Florida law.

The Board of Trustees shall notify the State Board of Education of the appointment, suspension, or dismissal of the College President immediately upon taking such action. Actions related to employment of the President will follow Florida Statute 1001.64(19) and Rule 6A-14.026 of the Florida Administrative Code.

2. Contract for the President

The President shall be provided a contract for at least one year, but no more than three years.

3. Evaluation of the President

It shall be the duty of the Board of Trustees to evaluate the President annually. The evaluation and findings shall be in writing and the notice of findings shall be submitted immediately after acceptance by the Board of Trustees to the Chancellor of the Florida College System for review. At the time the contract is issued, the Board of Trustees shall inform the President of the duties and responsibilities of the position, of the procedures by which performance shall be evaluated, and of the criteria for evaluation. The evaluation shall cover each duty and responsibility whether assigned by the Board of Trustees, and/or specified in law or rule. The evaluation also shall evaluate the achievement of performance goals established pursuant to Florida Statute 1008.45 and under the employment accountability program implemented pursuant to Florida State 1012.86.

If specific performance objectives are assigned to the President, the Board shall provide the conditions under which those objectives must be met and the standard by which performance will be measured.

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4. Suspension of the President

The responsibility for suspending and dismissing the President shall remain with the Board of Trustees. Such suspension must be made only for cause, after hearing, and the Board of Trustees must meet with the President to review the evidence establishing cause and to determine if the President should be dismissed or reinstated. The Board of Trustees shall report immediately its action and rationale to the State Board of Education.

5. Contract Renewal

Except as otherwise may be provided by contract, the President shall be notified at least one year in advance whether the Board of Trustees intends to renew the contract for the subsequent year. If indication has not been given twelve months prior to the expiration of a contract, the President must assume that the contract may not be renewed.

Rule Adopted: 7/16/84; 10/21/85; 4/18/95; 5/18/04; 2/17/09

Effective Date: 7/26/84; 10/21/85; 4/18/95; 5/18/04; 2/17/09

Reviewed:

President's Administrative Leadership Team - Non-Substantive/Editorial: 11/05/18

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1012

Other References: Florida Administrative Code: 6A-14.026; 6A-14.0261

Law Implemented: Florida Statutes: 1001.02(7)(b); 1001.64(1)(2)(18)(19); 1012.83

Proposer: Timothy L. Beard, President