

6Hx19-2.35 NON-ISSUANCE OF ANNUAL CONTRACT

The purpose of this Board Rule is to establish Board policy regarding the non-issuance of annual contracts to employees.

The District Board of Trustees, upon the recommendation of the President, may determine not to issue an annual contract to an employee in accordance with the following:

- (1) **Notice of Non-Issuance of Annual Contract:** When a determination is made that an employee is not to be offered an annual contract, that employee shall be notified in writing of the expiration date of the current contract and that a new annual contract will not be offered. This notice should be sent to the employee no later than four weeks prior to the expiration of the employee's contract, with exception to disciplinary action. The employee shall not be entitled to reasons why a new annual contract is not being offered nor shall the employee have any rights to a hearing.
- (2) **Expectancy of Re-Employment:** The District Board of Trustees owes no further contractual obligation to an employee at the expiration of an annual contract. The District Board of Trustees has no legal obligation to offer a new annual contract. No employee of the College, except the President, is authorized to give expressed or implied assurances of employment beyond any current contract period to any person employed by the District Board of Trustees.

Rule Adopted: 11/18/74; 8/25/75; 11/19/79; 5/19/86; 11/16/87; 10/21/97; 6/21/05;
■09/02/08

Effective Date: 11/18/74; 10/7/75; 11/19/79; 5/19/86; 11/16/87; 10/21/97; 6/21/05;
■09/02/08

Reviewed:

President's Administrative Leadership Team – Non-Substantive/Editorial: 6/11/18

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65

Other References: Florida Administrative Code: 6A-14.041

Law Implemented: Florida Statutes: 1001.63; 1001.64(1)(2)(4)(18)(43)(44);
1001.65(1)(3)(5)(6)(24); 1012.83

Proposer: Timothy L. Beard, President

■President's Cabinet Approval – Non-Substantive/Editorial