

## **6Hx19-2.35 Non-Issuance of Annual Contract**

This Board Policy authorizes the non-issuance of annual contracts to employees.

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

### **I. Notice of Non-Issuance of Annual Contract**

When a determination is made that an employee will not 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, except in cases involving disciplinary action. The employee shall not be entitled to explanations as to why a new annual contract is not being offered, nor shall the employee have any rights to a hearing.

### **II. Expectancy of Re-Employment**

The DBoT has no further contractual obligation to an employee at the expiration of an annual contract. The DBoT has no legal obligation to offer a new annual contract. No employee of Pasco-Hernando State College (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 College.

Rule Initially Adopted: 11/18/74

Policy Review History: 11/18/74; 10/7/75; 11/19/79; 5/19/86; 11/16/87; 10/21/97; 6/21/05; 9/2/08; 4/21/26

Legal Authority:

General Authority: FS: 1001.64; 1001.65

Other References: FAC: 6A-14.041

Law Implemented: FS: 1001.63; 1001.64(1)(2)(4)(18)(43)(44); 1001.65(1)(3)(5)(6)(23); 1012.83