

**6Hx19-2.52            CONSIDERATION OF QUALIFIED EMPLOYEES FOR  
ADVERTISED VACANCIES**

The purpose of this Board Rule is to establish Board policy regarding the consideration of qualified employees for advertised vacancies.

It is the policy of the Board to give first consideration to current qualified full-time and part-time employees in filling advertised vacancies, and for all eligible applicants to be considered without regard to race, color, age, religion, gender, disability, national origin, marital status or any status or condition protected by law.

In addition to meeting the minimum qualifications established for the position, an employee who applies for a vacancy must have a minimum of one year of service with the College as defined by District Board of Trustees Rule 6Hx19-2.38 *Institutional Definitions Of "Year Of Service," "Workweek," And "Work Day" Used To Determine Service For Work Credit.* This amount of service may be waived by the President if in the best interest of the College.

It is the intent of this policy that the best qualified candidate be selected for all advertised vacancies.

Rule Adopted:            12/20/76; 8/21/78; 11/19/79; 9/13/82; 5/19/86; 11/16/87; 10/17/95;  
1/19/10

Effective Date:            1/12/77; 8/21/78; 11/19/79; 9/13/82; 5/19/86; 11/16/87; 10/17/95;  
1/19/10

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65

Other References:

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(18)(44); 1001.65(1)(3)(25)

Proposer: Katherine M. Johnson, President