

6Hx19-2.55 EMPLOYMENT CONTRACTS FOR FULL TIME FACULTY

This Board Policy establishes the District Board of Trustees (DBoT) policy for employment contracts for full-time faculty, in accordance with State Board of Education Rules.

Annual and Limited-Term Contracts

Unless otherwise qualified for Continuing Contract as outlined below, all faculty are hired on an annual or temporary, limited-term basis. An annual or limited-term contract shall not create an expectancy of employment beyond the term of contract. Non-renewal of an annual or limited term contract shall not entitle the person to the reasons for non-renewal or to a hearing.

Continuing Contract

All faculty members hired after June 30, 2013, for a continuing contract position, must meet the following minimum requirements in order to be eligible for continuing contract:

- (1) Complete at least five (5) years of satisfactory service at Pasco-Hernando State College (College) during a period not in excess of seven years. All service shall be continuous except for leave duly authorized and granted.
- (2) Receive the recommendation of the President and approval by the District Board of Trustees for a continuing contract based on successful performance of duties, demonstration of professional competence, and the needs of the College.

Each employee issued a continuing contract shall be entitled to continue in his or her respective full-time faculty position at the College without the necessity for annual nomination or reappointment until the individual resigns from employment, except as provided in the DBoT policies.

Successful completion of all requirements for being placed on continuing contract within the first five years of employment will simultaneously meet requirements for recertification credit. All faculty placed on continuing contract will be required to recertify every five (5) years thereafter, in accordance with the College procedures.

Non-Continuing Contract Positions

The DBoT may establish full time faculty positions that are not eligible for continuing contract. Such positions will be eligible for one year or multiple-year contracts as the Board may determine.

Initially Adopted: 12/17/79

Revision Dates: 12/17/79; 5/19/80; 10/19/81; 9/13/82; 12/16/85; 3/17/86; 6/15/87;
11/16/87; 3/20/89; 1/22/91; 10/17/95; 10/21/97; 5/15/01; 2/17/09;
07/16/13; 8/7/25; 5/19/26

Legal Authority:

General Authority: Florida Statutes: 1001.64; 1001.65; 1012

Other References: Florida Administrative Code: 6A-14.041; 6A-14.0411

Law Implemented: Florida Statutes: 1001.64(1)(2)(4)(18)(43)(44); 1001.65(1)(3)(16)(4); 1012.83