

ARTICLE 13: FACULTY CONTRACTS

13.1 Issuance of Faculty Contracts

A. Faculty employment contracts will be awarded in accordance with State Board of Education Rule 6A-14.0411 and the College Rule 6HX14-2.141.

B. Non-Continuing Contract Positions. The College may establish full time faculty positions that are not eligible for continuing contract. Such positions will be eligible for one year (annual) or multiple-year contracts as the Board may determine using a form prescribed by the College. Multiple year contracts shall not exceed three (3) years. New employees hired after July 1, 2016 are not eligible for continuing contracts. The annual contract and multi-year contract shall not create an expectation of continued employment. Non-renewal of an annual or multi-year contract shall not entitle the bargaining unit member to the reason(s) for non-renewal. Non-renewal of an annual or multi-year contract is not subject grievance, arbitration, hearing or termination procedures provided by this Agreement.

C. Continuing Contract Positions. All faculty members hired into a position eligible for continuing contract, must meet the following minimum requirements in order to be eligible for continuing contract:

(1) Faculty hired after August 17, 2013 into continuing contract eligible positions may be awarded continuing contract upon completion of at least 5 years of successful full time teaching during a period of not more than 7 years at the College. Such service must be continuous except for leave duly authorized and granted. Any faculty member who is not awarded continuing contract after 7 years is no longer eligible for continuing contract status and will not be considered for further employment. To be recommended for continuing contract after the completion of 5 years, the faculty member must demonstrate a consistent average of at least 80% on student evaluation measures of instructional effectiveness each semester, and meet all other eligibility criteria.

(2) The faculty member must have been reappointed for the following year without reservations or specifications.

(3) The faculty member must have been recommended by the President for continuing contract based on successful performance of duties and demonstration of professional competence, in accordance with Board rules or policies.

D. Criteria for Placement on Continuing Contract shall be in accordance with Rule 6A-14.0411.

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Approved: _____
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38 E. Term of Continuing Contract. Each employee issued a continuing contract shall be
39 entitled to continue in his or her respective full-time faculty position at the college without the
40 necessity for annual nomination or reappointment until the individual retires or resigns from
41 employment, except as provided in State Board of Education Rule 6A-14.0411 and/or District
42 Board of Trustees Rule and/or as otherwise provided in this Agreement.

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