

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 (“SBE”) 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.

(1) One type of Non-Continuing Contract position shall be the “Excellence in Teaching Faculty Status” which shall be an appointment of fixed duration, annual, with opportunity for successive appointments. Upon appointment as a full-time faculty member at SCF, the faculty member shall receive an annual contract pursuant to State Board of Education Rule 6A-14.0411 and College Rule 6HX14-2.141. The annual contract may be renewed if an overall satisfactory evaluation is obtained, and upon recommendation of the faculty member’s Department Chair and the Associate Provost for Academic and Faculty Affairs, but shall at all times remain subject to State Board of Education Rule 6A-14.041 and all laws, other SBE and College rules and Agreements. After completion of three (3) years of satisfactory full-time service to SCF in no more than five (5) years, and prior to promotion from the initial rank at hire, full time teaching faculty may apply for and be awarded Excellence in Teaching Faculty Status.

(2) Excellence in Teaching Faculty members may continue in this status on an annual basis if an overall satisfactory evaluation is obtained and upon approval of the Provost.

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

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40 contract after 7 years is no longer eligible for continuing contract status and will not be considered
41 for further employment. To be recommended for continuing contract after the completion of 5
42 years, the faculty member must demonstrate a consistent average of at least 80% on student
43 evaluation measures of instructional effectiveness each semester, and meet all other eligibility
44 criteria.

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

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

50 D. Criteria for Placement on Continuing Contract shall be in accordance with Rule
51 6A-14.0411.

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