

RULE

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| Subject | Employment Contracts for Full Time Faculty | Number: 6HX14-2.141 |
| Authority | F. S. 1001.64; 1001.65; 1012.83 | Date: 01/26/2016 |
| History | New | |
| Source | Board of Trustees | |

The purpose of this Rule is to establish the District Board of Trustees policy for employment contracts for full-time faculty, in accordance with State Board of Education Rule 6A-14.0411.

Non-Continuing Contract Positions

The District Board of Trustees 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. Notwithstanding any provision in Rule 6A-14.041 F.A.C., no multiple year contracts may exceed three (3) years. Beginning July 1, 2016, the College will no longer offer continuing contracts to new employees.

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) Full-time faculty in the process of being considered for continuing contracts prior to August 17, 2013, shall receive an exemption from the time requirements set forth in paragraph 2 of this Rule below for full-time faculty being considered for an award of a continuing contract during the 2012-13, 2013-14 and the 2014-15 fiscal years. During the third year, a faculty member may be recommended for continuing contract if the supervisor supports and can recommend that the faculty member has demonstrated successful performance. The faculty member may be recommended for an additional fourth or fifth year on annual contract to improve performance.
- (2) 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 State College of Florida, Manatee - Sarasota. 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.

- (3) The faculty member must have been reappointed for the following year without reservations or specifications.
- (4) 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.

Criteria for Placement on Continuing Contract

In order to be considered for placement on continuing contract, full-time faculty members must present a portfolio of evidence that contains verification of the following:

- (1) Quantifiable measured effectiveness in the performance of faculty duties as indicated by successful faculty and student learning outcomes.
- (2) Continuing professional development, as measured by additional coursework, licensure, industry certifications, or other confirmation of advancement in one's field.
- (3) Currency and scope of subject matter knowledge as evidenced by coursework, attendance and/or presentation at professional conferences, publication in professional journals, or other proof of educational qualifications within one's area of expertise.
- (4) Relevant feedback from students, faculty, and employers of students through student and administrative evaluations, peer review, and input from advisory board members in cases where such feedback is available.
- (5) Co-curricular service to the department, college, and community

Verification of the above criteria may be demonstrated through such evidence as additional educational qualifications, documented learning gains of students in the faculty member's courses, continued success of those students in subsequent courses, and/or graduation and/or certification rates.

Term of Continuing Contract

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 retires or resigns from employment, except as provided in State Board of Education Rule 6A-14.0411(7) and/or District Board of Trustees Rule.

Due Process

Any employee who is under continuing contract, at the recommendation of the President, may be suspended, dismissed or returned to an annual contract at the discretion of the Board according to procedure established by the District Board of Trustees, or the employee may request an administrative hearing in accordance with Chapter 120, Florida Statutes, by filing a petition with the Board within twenty-one (21) days of the recommendation of the President.

Notwithstanding any provision in Rule 6A-14.041, F.A.C., any full-time faculty who is not on continuing contract and who has completed at least five (5) years of satisfactory service, as evidenced by the College's faculty evaluation process, during a period not in excess of seven (7) years at the College, and whose contract is subject to non-renewal by the College shall be provided three (3) months' notice of such non-renewal and an opportunity for due process according to procedure established by the District

Board of Trustees, or the employee may request an administrative hearing in accordance with Chapter 120, Florida Statutes by filing a petition with the Board within twenty-one (21) days of the date of notice of non-renewal.

State College of Florida, Manatee-Sarasota