

Policy Manual



Title: Employment of the President	Number: 6Hx2-1.07
Legal Authority: <i>Fla. Statutes 1001.64(19); 100.65; 1008.45; 1012.86; 1012.885(2) & (3), and Rule 6A-14.026, F.A.C.</i>	Page: Page 1 of 2

ROLE OF THE PRESIDENT

The President is the chief executive officer, and is responsible for the operation and administration of the College.

SELECTION

The Board shall appoint, suspend, or remove the President of the College. The Board may appoint a search committee for selecting the most qualified candidate for the position. The minimum basic qualification is an earned doctorate or equivalent. If the Board chooses to recognize the equivalent to the degree, it shall specify the education, experience, and other elements deemed to constitute equivalency, and notify the State Board of Education. The Board shall seek and interview persons with the highest qualifications for educational leadership, and shall strongly consider all candidates' education their experience in college administration and related fields, their understanding of college programs, and their demonstrated leadership abilities.

CONTRACT

The Board shall provide the President a contract of at least one year, but no longer than five years. The contract shall fix the duration of employment, the compensation, and the fringe benefits, and may contain any other terms and conditions the Board deems appropriate. In addition, the Board may furnish the President with a motor vehicle or an allowance in lieu thereof. If any such vehicle is furnished, the Board shall determine and fix its non-College use. Rules and procedures governing the employment and dismissal of the President shall be incorporated into the contract for employment.

EVALUATION

At the time the contract is issued, the Board shall inform the President of the President's duties and responsibilities, of the procedure by which performance shall be evaluated, and of the criteria for evaluation. Performance goals shall be established by the Board and the State Board of Education. The evaluation must address the achievement of the performance goals established by the accountability process pursuant to sections 1008.45, and 1012.86, Florida statutes. The Board shall evaluate the President annually. Evaluations shall cover each duty and responsibility, whether assigned by the Board, the State Board of Education, or specified in law or rule. The evaluation and the findings shall be in writing and shall be submitted, immediately after acceptance by the Board, to the State Board of Education for review.

SUSPENSION

The responsibility for suspending and dismissing the President remains with the Board, however, the Commissioner of Education, with State Board of Education's approval, may suspend the President for cause. In such cases, the Board shall meet immediately to review the evidence establishing cause and to act on that evidence by continuing the suspension or by deciding to dismiss or reinstate the President. The Board shall immediately report its action and rationale to the State Board of Education.

History: Revised on January 17, 1978; revised on September 18, 1979; revised on March 19, 1991; revised and re-titled on April 16, 1997; revised June 6, 2008; revised June 2011, revised August 14, 2012.

Approved by the Board of Trustees	Date 8/14/2012	President's Signature 	Date 8/14/2012
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FILLING A VACANCY

When the position of President becomes vacant, the Board may appoint an Acting President. The term of the appointment shall be for no more than six months. There may be one reappointment for a like term.

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