

Policy Manual



Title: Award of Continuing Contract	Number: 6Hx2-3.52
Legal Authority: 6A-14.0411(2)(a)(b) Florida Adm Code	Page: Page 1 of 2

GENERAL STATEMENT

A continuing contract is granted to faculty subject to the following provisions:

Beginning with the 2013-2014 academic year, a faculty member shall have served at the College in a probationary status in accordance with the provisions and intent of 6A-14.0411(2)(a)(b) of the Florida Administrative Code (FAC) for five (5) full years of satisfactory service during a period not in excess of seven (7) total years. In all cases, such service shall be continuous except for leave duly authorized and granted.

After three full years of satisfactory service, a faculty member who had continuing contract in another regionally or nationally accredited institution of higher learning may petition for two years of credit through the annual evaluation process. If accepted, the faculty member may apply for continuing contract at that time.

The probationary period may be continued upon recommendation of the President and approval by the Board for no more than seven (7) years total. The contract of a faculty member who is not awarded a continuing contract by the completion of seven (7) years will not be renewed.

Faculty hired for the 2012-13 academic year or earlier shall have served for three (3) full years during a period not in excess of five (5) years.

Continuing contract is recommended to the Board by the President for faculty members who have received satisfactory ratings during the probationary period on the evaluation of performance of their duties and responsibilities. Continuing contract may become effective at the beginning of an academic year only.

Continuing contract must be based on explicit judgment of qualifications and performance. In accordance with 6A-14.0411(3) FAC, the criteria shall include the following:

1. Quantifiable measured effectiveness in the performance of faculty duties;
2. Continuing professional development;
3. Currency and scope of subject matter knowledge;
4. Relevant feedback from students, faculty and employers of students, and
5. Service to the department, college, and community;

Criteria may also include the following:

1. Educational qualifications, efficiency, compatibility, student learning outcomes, character.
2. Capacity to meet the educational needs of the community, and
3. The length of time the duties and responsibilities of the position are expected to be needed.

History: Adopted July 9, 2013, revised on December 10, 2019

**Approved by the
Board of Trustees**

Date:
12/10/2019

President's Signature

Date:
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THE POLICY and THE STUDENT

Faculty on continuing contract will be qualified to support students' success.

THE POLICY and THE FACULTY AND STAFF.

Faculty knows the criteria to earn continuing contract status.

IMPLEMENTATION and OVERSIGHT

Campus Presidents will assure that the evaluations take place. The Office of Human Resources will track the process.

VIOLATION OF POLICY

Violations of this policy will be investigated by appropriate staff in Human Resources and may result in consideration of disciplinary action.

DEFINITIONS

Continuing contract entitles the faculty member to continue employment in the full-time faculty position at the College without annual nomination or reappointment. Faculty on continuing contract shall be reviewed by the immediate supervisor annually and shall submit a post-award professional portfolio every three years to be evaluated by the immediate supervisor and the dean for the purpose of demonstrating continued achievement of standards set at the initial award of continuing contract and for demonstrating continual growth and development.

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