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ARTICLE 13: FACULTY CONTRACTS

13.1. Issuance of Faculty Contracts

- A. Faculty employment contracts, both continuing and non-continuing contracts, will be awarded in accordance with State Board of Education Rule (“SBE”) 6A-14-041 and 6A-14.0411.
- B. 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 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.
 - 4. Criteria for Placement on Continuing Contract shall be in accordance with Rule 6A-14.0411.
- C. 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 and/or District Board of Trustees Rule and/or as otherwise provided in this Agreement.
- D. Termination of a continuing contract employee is not subject to the grievance, arbitration, hearing or discipline/termination procedures provided by this Agreement. Non-renewal of a contract shall not entitle the bargaining unit member to the reason(s) for non-renewal. Non-renewal of a contract is not subject grievance, arbitration, hearing or discipline/termination procedures provided by this Agreement.

13.2. Reclassification to Continuing Contract

- A. Eligible full-time bargaining unit faculty members hired after College’s Rule 6HX14-2.141 Employment Contracts for Full Time Faculty, effective January 26, 2016, and prior to the ratification date of the Agreement, September 29, 2020, may submit notification to the College of their interest in consideration to reclassify their current contract status to be eligible for continuing contract status.

Jenny Buselin
6/17/22

- 40 B. Bargaining unit faculty members in this group as defined in Article 13.2A may notify the
41 College of their interest to be considered for reclassification to continuing contract eligible
42 status by notifying the Executive Vice President and Provost or designee by October 11, 2022.
43 Reclassification decisions shall be made by October 25, 2022.
- 44 C. Bargaining unit faculty members may submit in their notification their preference for either
45 their hire date or August 12, 2022 for the start of their continuing contract clock for purposes
46 of earning years of satisfactory service toward continuing contract, if their status is reclassified
47 pursuant to this Agreement. Any bargaining unit faculty member that submits a notification
48 of interest to reclassify their position pursuant to this Article 13.2 and does not select a date
49 will be defaulted to August 12, 2022.
- 50 D. Any bargaining unit faculty member in this group as defined in Article 13.2.A who submits a
51 notification for reclassification to a continuing contract eligible status shall be so reclassified
52 if all in-unit positions hired in the faculty member's department since September 29, 2020
53 have been continuing contract eligible.
- 54 E. If a bargaining unit faculty member's position is not reclassified to continuing contract
55 eligible status, the bargaining unit faculty member will be provided with the reason(s) for the
56 decision in writing.
- 57 F. Award of continuing contract shall be governed by Rule 6A-14.0411 F.A.C., College Rule
58 6HX14-2.14, and this Collective Bargaining Agreement.
- 59 G. A bargaining unit faculty member described in Article 13.2.A who is denied reclassification
60 to continuing contract eligible status may apply for any continuing contract eligible position
61 posted in their department or in any other department for which the bargaining unit faculty
62 member is qualified.

J. G. Vard
6/17/22