

**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. Selection of Restored Continuing Contract Start Date

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

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UFF Response to draft MOU from SCF-1

- 38 ratification date of the Agreement, September 29, 2020, are eligible for continuing contract  
39 status as negotiated by the Parties in Article 13 of the Collective Bargaining Agreement.
- 40 B. Faculty members in this group follow 13.1B of this article.
- 41 C. Faculty members in this group must select either their hire date or August 12, 2021 for the start  
42 of their continuing contract clock for purposes of earning years of satisfactory service toward  
43 continuing contract.
- 44 D. The deadline to notify the College President regarding 13.2C selection is May 8, 2021.
- 45 E. Any faculty member in this group that does not select by the deadline will be defaulted to their  
46 hire date.
- 47 F. Award of continuing contract shall be governed by Rule 6A-14.0411 F.A.C., College Rule  
48 6HX14-2.14, and this Collective Bargaining Agreement.

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