

PENSACOLA STATE COLLEGE
POLICIES OF THE DISTRICT BOARD OF TRUSTEES

Policy Title:	Continuing Contracts	<u>Number</u> 6Hx20-4.008
Legal Authority:	s. 1001.02, 1001.02(9), 1001.64, 1012.83, 1012.855, Fla. Stat.	<u>Page</u>
Law Implemented:	s. 1110.00, s. 1110.01, Fla. Stat.; Rule 6A-14.041, F.A.C.	Page 1 of 2

Each full-time faculty member hired for an original appointment shall receive an annual contract. The contract shall specify whether or not the faculty member is eligible for continuing contract subject to conditions of Pensacola State College Policy.

Each faculty member contracted in a tenure-track instructional capacity shall be eligible for continuing contract as determined by the College after fulfilling the following requirements:

1. Completion of Initial Credentialing requirements as defined in the Collective Bargaining Agreement Section 17.06.
2. Completion of at least five (5) years of satisfactory service in a full-time instructional position at the College during a period not in excess of seven (7) successive years with such service being continuous except for leave duly authorized and granted.
3. Recommendation by the President and approval by the Board of Trustees for continuing contract based on successful performance of duties and demonstration of professional competence.

Full-time personnel employed in positions in which the required duties and responsibilities will be needed for a limited time (positions supported by special grants in the Restricted Current Fund) are not eligible for continuing contract.

In accordance with Rule 6A-14.0411, F.A.C., the criteria for continuing contract shall include:

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;
5. Service to the department, College, and community; and
6. Appropriate criteria measuring student success such as demonstrated or documented learning gains, course completion rates, graduation or certification rates, continued success in subsequent or additional courses or educational pursuits, and job placements in the appropriate field.

Other criteria for a continuing contract the College may consider include, without limitations, educational qualifications, efficiency, compatibility, student learning outcomes, character, capacity to meet the educational needs of the community, the length of time the duties and responsibilities of this position are expected to be needed, and other criteria as determined by the Board.

The continuing contract shall be effective at the beginning of an academic year.

Each employee issued a continuing contract shall be entitled to continue in a faculty position at the College without the necessity for annual nomination or reappointment until the employee resigns except as otherwise provided in this Policy.

Per Rule 6A-14.0411 F.A.C., periodic post-tenure performance reviews for faculty under continuing contract are required. Any faculty member who has a continuing contract and has not achieved the rank of Professor will be formally evaluated annually by his or her immediate supervisor. The evaluation will include the criteria for continuing contract outlined above and will be organized using the following categories: teaching/job effectiveness; professional development/scholarly activity; service to the department, college, discipline, and may include community service; other regularly assigned job duties if applicable; and an overall assessment of the faculty member's performance.

Any faculty member who has a continuing contract and has achieved the rank of Professor will be formally evaluated at least every third year by his or her immediate supervisor. Classroom observations and student perception surveys will occur every year, even if the formal evaluation is not completed for the year.

The College may dismiss an employee under continuing contract or return the employee to an annual contract, upon recommendation by the President and approval by the Board. The President shall notify the employee in writing of the recommendation, and upon approval by the Board, shall afford the employee the right to a hearing in accordance with the Board Policies and Manual of Procedures. As an alternative to the hearing rights provided by Board Policies and Manual of Procedures, the employee may elect to request an administrative hearing in accordance with the guidelines of Chapter 120, Fla. Stat., by filing a petition with the Board within twenty-one (21) days of receipt of the recommendation of the President.

Upon consolidation, reduction, or elimination of a college program or restriction of the required duties of a position by the Board, the decision of the Board shall not be controlled by any previous contractual relationship. In the evaluation of these factors, the decision of the Board shall be final.

Any employee holding a continuing contract who accepts an offer of annual employment in a capacity other than that in which the continuing contract was awarded may be granted an administrative leave of absence pursuant to the College's Manual of Procedures.

History:	Adopted 7/1/68 as 6A-8.33; amended 10/17/72; repromulgated 4/2/75 as 6Hx20-14.411; amended 3/18/80; repromulgated 4/29/86; amended 1/16/96; amended 2/21/06; amended 3/24/2015; amended 10/21/2025
President's Signature:	Date: 10/21/2025 