

Palm Beach State College

Board Policy

TITLE	Termination of Employment of Continuing Contract Employees due to Consolidation, Reorganization or Reduction of College Programs	NUMBER 6Hx-18-5.43
LEGAL AUTHORITY	1001.64 FS, 1001.65 FS, 6A-14.0411 FAC	PAGE 1 of 1
DATE ADOPTED/AMENDED	Formerly P352.10; Readopted 2/27/1975; Amended 6/13/1990, 6/19/2001, 5/12/2009	

If, after careful study of the total staff, including full time, regular part-time, and annual contract employees, it is necessary to decrease the number of employees on continuing contract because of consolidation, reorganization or reduction of the College program; the following criteria will be utilized:

1. Educational Qualifications
 - a. Degree of professional preparation
 - b. Work experience specifically appropriate to level and field
 - c. Related work experience
 - d. Evidence of continued professional growth
 - e. Ability to function well in more than one field
2. Efficiency (Professional Effectiveness)
 - a. Execution of responsibilities as specifically assigned by the institution
 - b. Quality and/or degree of performance as measured by published institutional criteria
 - c. Demonstrates the ability to facilitate the learning process
3. Compatibility
 - a. Supports published goals, objectives and philosophy of the College
 - b. Assumes additional responsibilities through personal initiative and/or reasonable request
 - c. Demonstrates ability to relate satisfactorily to students
 - d. Demonstrates ability to work with peers and supervisory personnel
 - e. Demonstrates ability to operate within department/College policies and procedures
4. Character
 - a. Demonstrates moral behavior and gives no cause for dismissal or suspension as specified under State Board of Education Regulations
 - b. Interacts honestly and frankly with students and peers
 - c. Abides by published code of behavior as established by the institution
5. Capacity to Meet Educational Needs of the Community
 - a. Evidence of responsiveness to community educational needs as identified by the College
 - b. Evidence of initiative in defining and/or fulfilling community educational needs
6. If it is deemed that two or more employees are equally qualified in the above criteria, then length of full time employment shall be utilized as a criteria.

If an individual is terminated under the provisions of this policy, the personnel record shall clearly reflect that the termination was not for cause and shall not reflect any discredit upon the individual.