

# MANUAL OF POLICY

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**POLICY NUMBER:** II-11

**PAGE** 1 of 2

**POLICY TITLE:** Full-Time Faculty: Contracts

**LEGAL AUTHORITY:** FLORIDA STATUTES 1001.64, 1012.83 AND 1012.855  
STATE BOARD OF EDUCATION RULE 6A-14.0411, FLORIDA  
ADMINISTRATIVE CODE

**DATE OF LAST REVIEW:** 7/16/2013 and 9/17/2024

**DATE OF BOARD ACTION:** 7/16/2013 and 9/17/2024

This policy governs the issuance of continuing contracts and other employment contracts for employees serving in full-time faculty capacity.

**A. Continuing Contract**

1. In order to be eligible for a continuing contract, full-time faculty shall meet the following requirements:
  - a) Complete at least five (5) years of continuous satisfactory service at Miami Dade College as a full-time faculty member.
  - b) Quantifiable measured effectiveness in the performance of faculty duties and work expectations
  - c) Continuing professional development
  - d) Currency and scope of subject matter knowledge
  - e) Relevant feedback from students
  - f) Relevant feedback from faculty
  - g) Relevant feedback from employers of students if applicable
  - h) Contributions to the department, school, campus, college and community
  - i) Student success and retention
  - j) Attainment of performance goals

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2. In order to contribute to their continual growth and development, the performance of faculty members who have received continuing contracts will be reviewed annually using the same criteria utilized for the issuance of the continuing contract.

**B. Other Employment Contracts**

The College may establish full-time faculty positions that are not eligible for continuing contract. Faculty hired in these positions may be awarded multiple year contracts, annual contracts, or contracts of less than one (1) year. Multiple year contracts shall not exceed three (3) years. Non-renewal of these contracts shall not entitle the person to the reasons for non-renewal or to a hearing.

 9/17/2024
<b>CHAIRMAN</b> <b>DATE</b>