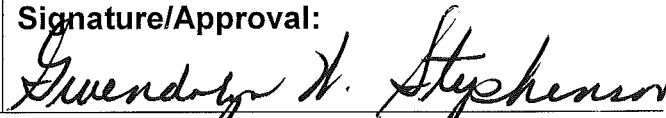


## ADMINISTRATIVE RULES

<b>Title:</b> <b>EMPLOYMENT AND DISMISSAL OF THE PRESIDENT</b>	<b>Identification:</b>	<b>6HX-10-2.01</b>
	<b>Page:</b>	<b>1 of 2</b>
	<b>Effective Date:</b>	<b>2/1/06</b>
<b>Authority:</b> SBE 6A-14.0261; 6A-14.41; 6A-14.411 FS 1001.64; 1001.65	<b>Signature/Approval:</b>	

### PURPOSE

This rule establishes policy for the District Board of Trustees regarding the employment and dismissal of the President.

### RULE

The District Board of Trustees will appoint, suspend or remove the President in accordance with the following procedures:

#### 1. QUALIFICATIONS

The minimum basic qualification for the President is an earned doctor's degree or the equivalent. Should the Board determine that a candidate for the office of President has training or experience equivalent to the earned doctorate, it will notify the Florida Department of Education of the elements deemed to constitute such equivalency.

#### 2. EMPLOYMENT PROCEDURES

A. The Board is responsible for the selection and appointment of a qualified individual as President. Before making this appointment, the Board will seek out and interview persons who demonstrate the highest qualifications for educational leadership. In the selection and appointment of the President, the Board will consider, although not limited to considering other factors, the candidate's:

- 1) Experience in community colleges and related fields;
- 2) Education;
- 3) Demonstrated leadership ability; and
- 4) Understanding of community college programs.

B. The Board may appoint a search committee in the selection and appointment of the President. If a search committee is appointed, the Board will determine the number to be appointed and the qualifications of the members of the committee.

C. When the position of President becomes vacant, an Acting President may be appointed by the Board. The term of Acting President will generally not exceed six (6) months. However, the Board may reappoint for another six (6) month period.

## ADMINISTRATIVE RULES

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### 3. CONTRACT

- A. The President will receive an employment contract with the Board. The term of the contract for the President will be for at least one year, but no more than four years.
- B. Entering into contract with the President will not in any way obligate the Board beyond the contract period or imply that such contract will be renewed or extended, nor will such contract create any expectancy of employment beyond the contract period.
- C. The provisions of this rule will be incorporated into the contract with the President.

### 4. SUSPENSION OR DISMISSAL

The President may be suspended or dismissed by the Board at any time for cause consisting of immorality, incompetence, misconduct in office, gross insubordination, willful neglect of duty, public drunkenness or conviction of a crime involving moral turpitude. If suspended or dismissed for cause, a hearing pursuant to the provisions of Chapter 120 of the Florida Statutes will be provided if requested, in writing, by the President within fifteen (15) days of notice of suspension or dismissal.

The President may also be dismissed if the President receives both a negative evaluation and a vote not to be retained by each member of the Board. If the President is dismissed in such a manner, the Board may terminate the President's contract and pay the President severance pay in an amount contractually agreed upon with the President.

### 5. EVALUATION

At the time the contract is issued, the Board will inform the President of the duties and responsibilities, of the procedure by which performance will be evaluated, and of the criteria for evaluation. Evaluations will cover each duty and responsibility, whether assigned by the Board or specified in law or rule. The Board will evaluate the President annually. The evaluation and the findings will be in writing, and will be submitted immediately after acceptance by the Board, to the Department of Education.

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#### **History:**

Revised: 1/21/98, 5/15/02; Formerly: 6HX-10-1.033