Non-renewal and Termination

A. Probationary contracts for administrators shall be for a period of one year. If necessary, an additional probationary period of up to one year may be granted by the President.

B. An administrator on probation, whose performance or conduct is unsatisfactory, may be terminated for any reason at the sole discretion of the College at any time during the probationary period. Such termination does not entitle the administrator to a grievance hearing. A Vice President terminated during the probationary period shall be entitled to one-month severance pay unless termination is for cause.

C. Administrators whose contracts are not renewed or extended by the President or supervisor during or at the conclusion of his/her probationary period will not be eligible for transfer to the faculty or to any other position within the College.

D. Vice Presidents are eligible for two-year contracts after satisfactorily completing their probationary periods. Such contracts will be prorated to coincide with a fiscal year. Subsequently, the President may offer a new two-year contract each year effective July 1 or decide to allow the second year of the existing contract to remain in force.

E. Notification of non-renewal of a non-probationary contract for a Vice President will be transmitted, in writing, no later than the ninth month of service. A Vice President on an extended probationary period will be given continuation or severance notice by the ninth month of service in the extended probationary period. The non-renewal of the contract, in and of itself, does not entitle the Vice President to a grievance hearing and the contract creates no property interest in employment beyond the contract period.

F. Notification of non-renewal of a contract for administrators (other than Vice Presidents) will be given, in writing, a minimum of thirty days prior to the expiration of a contract. The non-renewal of the contract, in and of itself, does not entitle the administrator of a grievance hearing and the contract creates no property interest in employment beyond the contract period.