

EMPLOYMENT PRACTICES
TERM CONTRACTS

DCA
(LOCAL)

FULL-TIME
CONTRACTS

The College President shall be issued a term contract by the Board in accordance with policy BFB. The College District vice presidents shall be issued a term contract on an annual basis or mid-year contract if the individual begins employment after the start of the fiscal year.

FACULTY CONTRACTS

Full-time faculty contracts shall be for a period of at least one duty year provided employment begins before September 1. Contracts of a term of less than one year shall be offered if the individual begins employment after the start of the fiscal year.

REVIEW AND
EXTENSION

Full-time faculty members who have completed four full years of instruction at the College District may be considered for a multi-year contract. All faculty members on multi-year contracts shall be reviewed annually. Each employee shall be evaluated based on performance, vitality of the program, and compliance with the terms of the employment contract. The extended term of one or two years shall not be guaranteed, and the employee shall have no property interest or right to continued employment beyond the initial one-year term. At the sole discretion of the Board, the extended term may be decreased or withdrawn. There shall be no date required for this notification.