

NORTHWEST FLORIDA STATE COLLEGE  
**Policy Number 6Hx17-5.10**

TITLE	PERSONNEL CONTRACTS
REFERENCE	SBR 6A-14.041;
HISTORY	State Board Rule 6A-14.041 Amended 8/04 Florida Statutes 1012.855 Local Language Added April 1990; Revised February 1993; Revised May 1998

6A-14.041 Personnel  
 Contracts.

(1) **Contract forms** for personnel shall be prescribed by the Board of Trustees.

(2) **Periods of service**  
 Full-time administrative personnel may be given multi-year contracts not to exceed three (3) years, but other contracts, except for the President, shall not exceed twelve (12) months.

(3) A contract shall not create the expectancy of employment beyond the term of the contract. Non-renewal of a contract shall not entitle the person to the reasons for non-renewal or to a hearing.

Specific Authority  
 1001.02(1), 1001.02(9),  
 1001.64(18), 1012.83,  
 1012.855 FS. Law  
 Implemented 1012.83 FS.  
 History - Formerly 6A-  
 8.31, Repromulgated 12-  
 19-74, Amended 1-29-76,

12-26-77, 7-16-79, 1-6-83,  
9-11-84, 11-5-85, Formerly  
6A-14.41, Amended 12-  
25-86; 8/04

c.f. Rules of the  
Department of  
Administration, Division of  
Retirement, Chapter 22B-  
2, FAC - Creditable  
Service.

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## **Local Language**

### **Retirement Incentive Plan**

The President is authorized to recommend to the Board of Trustees Retirement Incentive Plan Agreements for College employees as authorized by Florida Statutes and State Board of Education Rules. The purpose of the plan is to reward employees for long and faithful service as indicated by the judicious use of sick leave. Further, the program will promote the infusion of new talent into the system and provide staffing flexibility in response to emerging challenges, shifting enrollments, or changes in funding patterns.

12-month full-time permanent employees and faculty who have completed three (3) satisfactory years at Northwest Florida State College, are eligible for a fourth (4th) year appointment, earn sick leave and who have (1) 10 or more years of creditable service in the Florida Retirement System and/or the Teachers Retirement System as defined by the State of Florida Division of Retirement **and** are age 62; or (2) have the minimum number of creditable years of service for Retirement in the Florida Retirement System and/or the Teachers Retirement System regardless of age as defined by the State of Florida Retirement System are eligible to participate in the Retirement Incentive Plan.

The provisions of the agreement and a sample agreement are provided in Appendix H.