

**POLICY: 6Hx28:3F-04**



**Responsible Executive:**  
Vice President, Organizational  
Development and Human Resources

**Policy Contacts:** Assistant Vice President,  
Human Resources

**Specific Authority:** 1001.64, F.S.

**Law Implemented:** 1001.64, F.S.

**Effective Date:** 11-18-1992

**Date of Last Policy Review:**  
01-09-2023

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## **Reductions in Force or Consolidation or Reduction in Program – Continuing Contract Instructional Personnel**

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### **Policy Statement:**

- I. Should the District Board of Trustees have to choose from among its personnel who are on continuing contracts as to which should be retained, among the criteria to be considered shall be educational qualifications, efficiency, compatibility, character, and capacity to meet the educational needs of the community. Whenever the Board is required to or does consolidate or reduce its program, the Board may determine on the basis of the foregoing criteria from its own personnel and any other instructional personnel, which college employees shall be employed for service at the college and any employee no longer needed may be dismissed. The decision of the Board shall not be controlled by any previous contractual relationship. In the evaluation of these factors, the decision of the Board shall be final.
  
- II. Any employee returning from administrative leave to continuing contract status shall be subject to the provisions of this policy.

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### **Policy History:**

Adopted 1-19-83; Amended 11-18-92; Formerly 6Hx28:08-12

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**Related Documents/Policies:**

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**Procedures:**

None

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