

# **POLICY: 4.1.6.** (III.F.)

## **Employment Contracts**

**Revised:** June 6, 2019; September 1, 1994; and January 10, 1994.

**Last Reviewed:** September 16, 2022; and June 6, 2019.

**Adopted:** April 2, 1987.



### **POLICY:**

The Commissioner may issue employment contracts for Technical College presidents. In addition, the presidents may issue employment contracts to employees of their respective colleges.

Job duties and responsibilities associated with contract positions are judged to be such that the System reserves the right to renew or not renew these contracts when such contracts expire. As used in this policy, the term "non-renewal" means the discretionary non-renewal of a contract, as opposed to employee termination or dismissal for cause. Any decision for non-renewal of an employment contract must be based on legitimate, non-discriminatory, and non-retaliatory business reasons.

Colleges will use standard employment contracts authorized by the General Counsel.

### **RELATED AUTHORITY:**

O.C.G.A. § 20-4-11 – Powers of Board.

O.C.G.A. § 20-4-14 – TCSG Established; Powers and Duties.