



College of The Albemarle Policy

Policy Number: 3.3.5

Pages: 1 of 2

Title: Contract Non-Renewals and Resignations

Related Policy and Procedures:

Division of Responsibility: Human Resources

I. DEFINITIONS

1. Non-renewal means the decision not to offer a new contract at the end of the current contract period.
2. Impermissible Grounds means the use of the employee's race, religion, color, national origin, sex, gender identity, sexual orientation, age, disability, genetic information, political affiliation, or status as a covered veteran in accordance with all applicable federal, state, and local laws; or if the decision is otherwise a violation of state or federal law.

II. NON-RENEWAL PROCESS

At least fourteen (14) days prior to the end of the contract period, the president, or designee, will notify, via hand-delivery, certified mail and/or campus email, any full-time employee who will not be offered a new employment contract. The College may non-renew the employee's contract for any reason that is not based on Impermissible Grounds. The failure of the College to provide notice of non-renewal prior to the expiration of any contract does not entitle the employee to a new contract.

The employee has the right to appeal the president's decision to the Board of Trustees as outlined in Policy 3.3.6 Right of Appeal provided; however, the Board of Trustees will only hear and consider an employee's appeal if the employee is alleging the non-renewal is based on Impermissible Grounds.

If an employee continues working beyond the term of any contract and the College and employee have not entered into a new or extended contract, the employee shall become an at-will employee and the College or employee may terminate the employment relationship at any time subject to any state or federal laws.

III. RESIGNATIONS

Any employee who does not wish to be nominated for re-employment should notify the appropriate direct supervisor and the HR Director in writing at least thirty (30) calendar days prior to the expiration of the current contract.



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In cases where, in lieu of disciplinary action and dismissal, the employee tries to unilaterally resign, the president does not need to accept the resignation and may continue with the disciplinary and dismissal process.

June 13, 2023

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N/A

Date Approved by Board of Trustees

Date of Last Review

Date of Last Revision