

ORIGINAL

THE UNIVERSITY OF WEST FLORIDA  
PENSACOLA, FLORIDA

EMPLOYMENT CONTRACT  
FACULTY - UNIT

REF:  
REF:  
REF:  
REF:

THIS CONTRACT OF EMPLOYMENT BETWEEN THE UNIVERSITY OF WEST FLORIDA BOARD OF TRUSTEES AND THE BELOW-NAMED EMPLOYEE IS SUBJECT TO THE CONSTITUTION AND THE LAWS OF THE STATE OF FLORIDA AND THE UNITED STATES, AND THE RULES, POLICIES, AND/OR PROCEDURES OF THE FLORIDA BOARD OF GOVERNORS (FBOG), THE FLORIDA BOARD OF EDUCATION (FBOE) AND THE UNIVERSITY BOARD OF TRUSTEES, AND ANY APPLICABLE COLLECTIVE BARGAINING AGREEMENTS. THIS DOCUMENT IS NOT EFFECTIVE, FINAL OR BINDING UPON THE PARTIES UNLESS SIGNED BY THE UNIVERSITY REPRESENTATIVE ACTING AS APPOINTING AUTHORITY AND THE EMPLOYEE.

THIS CONTRACT WILL AUTOMATICALLY BE RENEWED ON AN ANNUAL BASIS ON ITS ANNIVERSARY DATE, UNLESS THE EMPLOYEE RESIGNS FROM THE UNIVERSITY, THE UNIVERSITY TERMINATES THIS CONTRACT FOR CAUSE, OR THE UNIVERSITY ELECTS NOT TO RE-APPOINT AN UNTENURED EMPLOYEE, PURSUANT TO UNIVERSITY POLICY AND/OR ANY COLLECTIVE BARGAINING AGREEMENT. EMPLOYMENT WITH THE UNIVERSITY WILL CEASE AT THE END OF ANY APPLICABLE NOTICE PERIOD EVEN IF SUCH NOTICE PERIOD ENDS BEFORE THE DATES OF THE APPOINTMENT AS STATED ON THIS CONTRACT AND ANY ADDENDUM THERETO.

NOTWITHSTANDING THE AUTOMATIC RENEWAL PROVISION ABOVE, THIS CONTRACT WILL TERMINATE ON THE DATE INDICATED AND NO FURTHER NOTICE WILL BE GIVEN TO (A) EMPLOYEES HOLDING VISITING, ACTING, OR PROVISIONAL APPOINTMENTS, (B) EMPLOYEES APPOINTED FOR LESS THAN ONE YEAR, OR (C) EMPLOYEES WHO ARE FUNDED BY ANY CONTRACT, GRANT, AUXILIARIES OR LOCAL FUNDS (SOFT MONEY). ANY CHANGES IN APPOINTMENT AND/OR SALARY CHANGES HEREAFTER SHALL BE SO DESIGNATED ON AN OFFICIAL PERSONNEL ACTION FORM (PAF). THE EMPLOYEE'S SIGNATURE SHALL NOT BE DEEMED A WAIVER OF THE RIGHT TO PROCESS A GRIEVANCE WITH RESPECT HERETO IN COMPLIANCE WITH ANY APPLICABLE COLLECTIVE BARGAINING AGREEMENTS.

THIS CONTRACT FOR EMPLOYMENT IS CONTINGENT UPON THE BELOW-NAMED EMPLOYEE BEING ELIGIBLE TO WORK UNDER THE PROVISIONS OF THE IMMIGRATION REFORM AND CONTROL ACT OF 1986 AND PROVIDING THE NECESSARY DOCUMENTS TO PROVE IDENTITY AND EMPLOYMENT ELIGIBILITY TO SATISFACTORILY COMPLETE THE FORM I-9 OF THE DEPARTMENT OF HOMELAND SECURITY, U.S. CITIZENSHIP AND IMMIGRATION SERVICES.

THE EMPLOYEE WILL RECEIVE AN ANNUAL WORK ASSIGNMENT FROM THE CHAIRPERSON/DIRECTOR OF THE ASSIGNED DEPARTMENT AND THAT WORK ASSIGNMENT WILL BE INCORPORATED INTO THIS CONTRACT AND MADE A PART HEREOF BY REFERENCE. THE EMPLOYEE HAS AN OBLIGATION TO REPORT OUTSIDE EMPLOYMENT ACTIVITIES/CONFLICT OF INTEREST UNDER THE PROVISIONS OF THE FLORIDA CODE OF ETHICS (CHAPTER 112, PART II, FLORIDA STATUTES) AND APPLICABLE RULES AND POLICIES OF THE UNIVERSITY BOARD OF TRUSTEES.

ALL TERMS OF THIS CONTRACT REGARDING THE FOLLOWING WILL BE MEMORIALIZED ANNUALLY AND/OR WHEN NECESSARY TO REFLECT MODIFICATIONS BY THE ISSUANCE OF A NOTICE OF ACTION/CHANGE AND A COPY THEREOF WILL BE PROVIDED TO THE EMPLOYEE AND WILL SERVE AS AN ADDENDUM TO THIS CONTRACT: FTE ASSIGNED, LENGTH OF APPOINTMENT, ANNUAL RATE, DATES OF APPOINTMENT AND RATE.

EMPLOYEE NAME: SOC SEC: POSITION NO:

CLASS TITLE: CLASS CODE:  
ADMIN TITLE: ADMIN CODE:  
DEPT NAME: FUND - ORG: -  
COLLEGE / DIVISION: EMP PRINC LOC:

APPT STATUS: TENURE STATUS:

YEARS PRIOR SERVICE AT ANOTHER INSTITUTION CREDITED TOWARD TENURE:

FTE ASSIGNED:

LENGTH OF APPOINTMENT: TO MONTHS:

CONTRACT RATE THRU BI-WEEKLY RATE:

SPECIAL CONDITIONS OF EMPLOYMENT:

THIS CONTRACT MUST BE RETURNED TO THE PRESIDENT OR REPRESENTATIVE WITHIN 10 DAYS OF THE DATE OF OFFER.

\_\_\_\_\_  
PRESIDENT OR REPRESENTATIVE DATE OF OFFER DIVISION HEAD DATE OF OFFER

\_\_\_\_\_  
DEPARTMENT HEAD DATE OF OFFER EMPLOYEE DATE OF OFFER