

Regulations of Florida A&M University



10.106 Non-reappointment and Separation of Administrative & Professional (A&P) Employees.

(1) The President or President's designee may choose not to renew the employment of Administrative and Professional (A&P) employees, including the Executive Service. The notice of non-reappointment or intention not to reappoint an A&P employee shall be in writing. On or before March 1st of each contract year, the President or the President's designee shall notify any employee who will be non-reappointed.

(a) Administrative and Professional (A&P) employees appointed to positions of Head Athletic Coach, Associate Head Athletic Coach, or Assistant Athletic Coach, may be non-reappointed as provided in section 1 above, unless their employment contracts provide otherwise.

(b) A&P employees who are appointed to established positions with an appointment status modifier or type, other than Regular (for example, Acting, Temporary or Visiting) are not entitled to a notice of non-reappointment.

(c) A&P employees who are issued an employment contract with a clause providing that employment will cease on the date indicated and further notice is not required, are not entitled to the notice of non-reappointment referenced in this regulation.

(d) The notice of non-reappointment shall include the expiration date of the current contract and the last date of employment with the University. Non-reappointment actions are not subject to appeal or any access to any complaint procedural steps.

(e) The President or President's designee may, in the best interest of the University, at any time, assign such A&P employee to other University assignments.

(2) Following the receipt of notice of non-reappointment, an A & P employee may be reassigned to other duties and responsibilities, placed on administrative leave, or paid an amount, less withholding, equal to the compensation s/he would have received prior to the effective date of the non-reappointment notice.

(3) Notwithstanding the provisions of section 1 herein, an A&P employee may be separated from University employment. An A&P employee shall not have tenure and no expectation of appointment beyond a sixty (60) calendar days' notice.

Specific Authority 1001.74(4) FS. Law Implemented 1001.75(3) FS; History - New 6-27-96, Amended 12-01-05, 04-12-18.