

<b>HAYWOOD COMMUNITY COLLEGE</b>	<b>HUMAN RESOURCES CONTRACT NON-RENEWAL AND RESIGNATIONS</b>	Policy 3.3.5
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## **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 ten (10) business 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 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 is provided, however, the Board of Trustees will only hear and consider an employee's appeal if the employee is alleging that 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 Vice President in writing at least thirty (30) calendar days prior to the expiration of the current contract. The President or designee, may accept the resignation without providing notice of acceptance to the employee.

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.

Adopted: 04-03-2017  
Revised: 05-03-2022  
Revised: 03-05-2024