

STATE OF TEXAS
COUNTY OF WASHINGTON

**PART-TIME FACULTY OR INSTRUCTOR CONDITIONAL CONTRACT
BLINN COLLEGE**

Blinn College (College), acting through its President, hereby employs _____, the undersigned Part-Time Instructor (Employee), and the Employee accepts employment under the following terms and conditions.

1. The Board hereby agrees to employ the Part-Time Instructor (Employee) and the Part-Time Instructor agrees to serve the Board by engaging in duties as a Part-Time Instructor for _____ semester credit hours for the _____ semester for the school year _____, beginning and ending on dates as set by the Board. The College has not adopted any policy, rule, regulation, law or practice providing for tenure. No right of tenure is created by this Contract. This Contract shall not grant or create any contractual obligation or other expectancy of continued employment or claim of entitlement beyond the term of this Contract.
2. The Board agrees to pay the Employee on a per course basis for the services rendered according to the Part-Time Instructor Pay Scale in existence at the time this Contract is issued and which is authorized and set by the Board. This Contract is conditioned on the class sessions assigned to the Part-Time Instructor having a minimum enrollment of 10 students on the official reporting date. The President, at his option, may allow a class with fewer than 10 students to be continued for the semester. If one or more of the instructor's class sections are canceled, the Contract remains valid for the remaining sections. No pay will be granted for canceled class sections except for a prorated salary for the number of sessions the class met before it was canceled.
3. The Employee agrees to perform faithfully to the satisfaction of the College all duties of a Part-Time Instructor as outlined in the currently adopted *Faculty Handbook, Board Policy Manual*, and/or as listed in College documents and/or other publications made available to the Employee. Blinn College reserves the right to assign classes to Faculty Members regardless of modality, time or location.
4. The Employee agrees to perform faithfully and to the satisfaction of the College all assigned duties and shall comply with state and federal laws, College policies, rules, regulations, and administration directives as they exist or may hereafter be amended or adopted during the term of this Contract. In the event any change in state or federal law, Blinn College policies, rules, regulations and administrative directives results in any provision of this contract becoming unlawful, this contract shall be construed in such a way as to render the contract lawful and binding, and shall not render the contract unenforceable.
5. This Contract is conditioned on the Employee satisfactorily providing any certification, experience records, teaching credentials, medical records, and other records, required by law, the Texas Higher Education Coordinating Board, or the President. Misrepresentation or fraud by the Employee in any of these records or the employment application shall be grounds for dismissal.

6. During the term of this Contract, the Employee may be dismissed for good cause. As used in this paragraph, the term *good cause* shall include but not be limited to, an employee's failure to perform all assigned duties and shall further include those grounds for dismissal contained in the *Board Policy Manual*. The procedures set forth in the policies and procedures of the College shall be followed in any dismissal.
7. This Contract supersedes all prior Contracts and representations concerning employment. No amendments to this Contract shall be binding unless authorized by the Board, reduced to writing, and signed by both parties.
8. Employment in federal, state, or privately funded positions or projects is expressly conditioned upon the availability of full funding for the position, and any reduction of such funding constitutes good cause for non-extension of employment beyond the funding period.
9. The Employee agrees that the salary for the last month of the term of this Contract shall be payable only upon receipt from the Employee of all College property, textbooks, reports or other items required by the President.
10. The Employee may resign from this Contract only with the consent of the President.
11. This offer of employment expires if this Contract is not signed and returned to the President by the Employee on or before: _____.

I have read this Contract and agree to comply with its terms and conditions.

EMPLOYEE

DATE

PRESIDENT OF BLINN COLLEGE
OR DESIGNEE

DATE

PRESIDENT, BOARD OF TRUSTEES

DATE