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Employees of Sandhills Community College are employed by contract or on an at-will basis at the discretion of the President. If employed by contract, full-time personnel to whom the College does not intend to issue a new contract will be notified ~~by June 1 of the year of~~ prior to the expiration of the existing contract. Part-time employees are employed on a semester to semester or six-month basis and are not guaranteed employment beyond the expiration date of their current contract. Since employees of the College are employed for the duration of their contracts only, failure to receive a new contract is not subject to the College Grievance Procedures unless the employee alleges discrimination.

The President, at his or her discretion, may make the advance notice null and void in instances of employee sub-standard performance, misconduct, or otherwise egregious offenses.