Template: Vacation accruing 11-month Faculty Non-Tenure Track

(black font = required; blue font = as appropriate for your department)

<Date>

<Name>

<Address>

Dear Mr./Ms. <Name>:

On behalf of the Kapi‘olani Community College, <department/division>, I am pleased to formally offer you an appointment to the <rank/title> (<alpha/numeric rank code>), position, #XXXXX, within the <department or program>, effective <date>. Your annual salary will be $XX,XXX ($X,XXX monthly). The starting date for employment is <date> and will terminate on <date> unless extended in writing.

This is a temporary, <full-time>, 11-month non-tenure track appointment subject to performance assessment, and contract renewals in accordance with the current bargaining unit 7 agreement between the University of Hawai‘i Professional Assembly (UHPA) and the University of Hawai‘i Board of Regents.

Please be advised that you are being hired under Article XIII D “The renewal of the Limited Term Contract shall be subject to the needs of the grant or contract and the availability of funding.” The University reserves the right to terminate your appointment prior to its expiration upon four months’ notice if (1) you lack experience or expertise to perform the necessary work; (2) you perform poorly; or (3) there is lack of funding to support your position.

As an 11-month faculty, you will earn vacation leave in accordance with the BU7 agreement. You are on duty throughout the year except during periods of authorized leave.

Faculty employed at least 50% full-time equivalent (FTE) are entitled to benefits.

Your employment terms are governed by University policies and procedures, and applicable Federal and/or State laws, rules and regulations, and if appropriate, the collective bargaining agreement between the exclusive representative and the University. Additional terms of employment are also attached.

This letter and its attachment represent the University’s complete offer to you and contain all of the material terms relating to your appointment, subject to completion of a satisfactory background check, employment eligibility documentation and verification, TB clearance, and submittal of official transcripts. If these terms are agreeable to you, please indicate your formal acceptance of this offer and your permission to conduct a background check by doing the following:

1. Circle “accept.”
2. Sign and date your acknowledgement.
3. Return this letter to the <name or office> or via e-mail to <name> at XXX@hawaii.edu no later than <MM DD, YEAR>.

The Department Secretary of the department/unit [or other designated person, as appropriate] will contact you regarding your employment forms and benefits. Should you have any questions regarding your pay and/or benefits, please feel free to contact him/her [or <name>, as appropriate] at <phone number> or <XXX@hawaii.edu>.

We look forward to your employment with us and fulfilling the mission of Kapi‘olani Community College, [department as appropriate] and the University of Hawai‘i.

Sincerely,

Louise Pagotto

Chancellor

I accept/decline the terms of this appointment:

Signature:

<Name> Date

c: Human Resources Office

 UHPA