

ACTION ITEM FOR BOARD OF REGENTS MEETING
LEE COLLEGE DISTRICT

Meeting Date: April 21, 2025

AGENDA ITEM: Consideration of Nonrenewal of Charles Finnell's Contract for FY 2025-2026

The Administration recommends that the Board approve the nonrenewal of the contract for Charles Finnell, Faculty – Accounting, for Academic Year 2025-2026.

Proposal is within Budgetary Allocations

**Jacob Atkin, Chief Financial Officer and
Vice President, Finance**

Detail

In accordance with Board Policy, DMAB (Local), the President recommends that the Board nonrenew the contract for Mr. Charles Finnell, Faculty – Accounting, as of the end of Academic Year 2024-2025.

DMAB (Local) provides that “An employee may be nonrenewed by the Board at the end of the employee's contract term on the recommendation of the College President. The employee may be nonrenewed for any reason or no reason provided that the decision shall not be based on the employee's exercise of rights guaranteed by law or be based unlawfully on the employee's race, color, religion, sex, national origin, disability, or age.” Employees who are proposed for nonrenewal are entitled to file grievances to challenge the proposal pursuant to DMAB (Local) and/or DGBA (Local).

Mr. Finnell received written notice of his proposed nonrenewal as required by DMAB (Local) on December 19, 2024. He requested to appeal the nonrenewal recommendation in writing on January 17, 2025.

Furthermore, based on additional alleged misconduct, Administration provided Mr. Finnell written notice of the intent to terminate his employment contract for good cause, in accordance with Board Policy DMAA (Local), on February 20, 2025. Pursuant to Board Policy DMAA (Local), Mr. Finnell requested to appeal the recommendation to terminate his employment contract under Education Code 51.960 on March 6, 2025. The Executive Director of Human Resources, Amanda Summers, considered his appeal. Ms. Summers issued Mr. Finnell a written recommendation denying his appeal on March 31, 2025. Dr. Villanueva accepted Ms. Summers' recommendation on April 9, 2025, but modified the termination recommendation to a nonrenewal recommendation. On April 15, 2025, Mr. Finnell requested to appeal the President's recommendation, and the appeal has been consolidated with Mr. Finnell's prior nonrenewal appeal submitted on January 17, 2025.

Resource Personnel

Dr. Lynda Villanueva, College President
Amanda Summers, Executive Director, Human Resources

Fiscal Implications

None

Exhibits

None

Proposal in Compliance with Board Policy

Dr. Lynda Villanueva, President

**Leslie Gallagher, Chief of Staff and Vice President,
Strategic Initiatives**

Approved: _____ No: _____

Date: _____