



# Treasure Valley

## COMMUNITY COLLEGE

### **BP 7240 Confidential Employees**

#### **References:**

ORS 243.650

Confidential employees are those who are required to develop or represent management positions with respect to employer-employee relations or whose duties normally require access to confidential information that is used to contribute significantly to the development of management positions. The fact that an employee has access to confidential or sensitive information shall not in and of itself make the employee a confidential employee.

A determination whether a position is confidential shall be made by the President in accordance with applicable state law and regulations.

Confidential employees are not eligible for inclusion in a bargaining unit represented by an exclusive representative and the terms and conditions of their employment are not controlled by any collective bargaining agreement.

The terms and conditions of employment for confidential employees shall be provided for by procedures developed by the President. Such terms and conditions of employment shall include, but not be limited to, procedures for evaluation, and rules regarding leaves, transfers, and reassignments.

**Adopted: April 21, 2026**