



AP 7231 Position Classifications

References:

ORS 243.650 Oregon Public Employee Collective Bargaining Act (PECBA)

Professional

Professional employees shall be contracted on a year-to-year basis. A decision to terminate, suspend, or discipline a professional employee, with or without pay, during the contract period will be made For Cause only. Reprimand and warnings can be made to professional employees for any reason in good faith by the appropriate supervisor. Said warnings and reprimands are not subject to the For Cause and due process provision below.

Notice of intent to non-renew a professional employee's contract will be given no later than April 1, and the employee's employment shall terminate on June 30th of the same year. The employee is expected to continue their job performance in a satisfactory manner.

Part-time and temporary professional employees are "at will" employees. Temporary professional employees need not be given notice of non-renewal.

Classified

Classified employees shall serve as at-will employees. All classified positions shall be assigned a pay range based on job duties, experience, and market standards.

Faculty

Faculty is governed by CBA and, where the CBA is silent, these policies.

Approved: April 21, 2026