



AP 7237 Transfers and Terminations/Layoffs

References:

ORS 341.541 (Affirmative Action Plans/Goals)

The College shall not be required to engage in any termination process set forth in this chapter or any due process if the President determines, in good faith, as follows:

Transfer

The College may reassign or transfer an employee when it is in the best interest of the College. Best interest may include but are not limited to:

- a. Reorganization,
- b. Discontinuance or reduction of programs due to lack of enrollment or program costs,
- c. The special skills, abilities, and expertise of the employee are needed elsewhere; or
- d. Any non-disciplinary reason.

The salary of an employee may be adjusted in the event of reassignment at the sole discretion of the College.

Termination

The College may terminate or layoff an employee when it is in the best interest of the College. Best interest may include but are not limited to:

- a. Reduction or elimination of grant funding
- b. Financial shortage
- c. Program or department change(s), or
- d. Any other exigent circumstance.

The College shall provide no less than thirty (30) days notice to the affected employee(s). Nothing herein shall be construed to establish layoff or recall rights for employees.

Approved: April 21, 2026