

7200 – Employee Classifications

ACADEMIC EMPLOYEES –

Are all persons employed by Columbia Gorge Community College in academic positions.

Faculty members are those employees who are employed by Columbia Gorge Community College in academic positions that are not designated as supervisory or management.

Decisions regarding tenure of faculty shall be made in accordance with the evaluation procedures established for the evaluation of probationary faculty and in accordance with the requirements of the CGCC Collective Bargaining Agreement.

Columbia Gorge Community College may employ temporary faculty from time to time as required by the interests of the College. Temporary faculty may be employed full time or part time. The Board of Education delegates authority to Instructional Services to determine the extent of the College's need for temporary faculty. Columbia Gorge Community College will comply with any limits on temporary employment of academic employees found in state law.

NON-ACADEMIC EMPLOYEES –

Are those who are employed in positions that are not academic positions.

The Board of Education shall fix and prescribe the duties of the members of the non-academic service. (See PB 7110, Delegation of Authority)

The President shall establish procedures to assure that the requirements of state law and regulations regarding the non-academic service are met.

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.

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 limited to, procedures for evaluations, and rules regarding leaves, transfers, and reassignments.

EDUCATIONAL ADMINISTRATORS –

Are those who exercise direct responsibility for supervising the operation of or formulating policy regarding the instructional or student services programs of Columbia Gorge Community College.

Educational Administrators shall be compensated in the manner provided for by the appointment of contract of employment. Compensation shall be set by the President and shall further be entitled to health and welfare benefits made available.

Educational Administrators shall be entitled to vacation leave, sick leave, and other leaves as provided by law, these policies, and other College Administrative Rules.

NON-ACADEMIC SUPERVISORS AND MANAGERS –

Are administrators who are not employed as education administrators.

Non-academic managers are those non-academic administrators, regardless of job description, having significant responsibilities for formulating College policies or administering College programs other than the educational programs of Columbia Gorge Community College.

If a non-academic administrator is employed by an appointment or contract, the appointment or contract shall be subject to the same conditions as applicable to the educational administrators.

Non-academic administrators may be employed in the same manner as the other members of the non-academic services. If a non-academic administrator is employed as a regular member of the non-academic service, employment shall be consistent with other provisions of these policies regarding employment of non-academic employees.

Legal Reference(s):

1. NWCCU Standard 2.B.4, 2.B.5, 2.A.11
2. ORS 243.650