

REDUCTION IN FORCE - BP 2.25

Legal Authority: 23 NCAC 2C .0210

Approval: April 19, 2011

Revision:

Reduction in Force

Financial exigency, decline in student enrollment or the reduction, consolidation or elimination of programs or services may necessitate reduction in the number of personnel employed by the College.

The President shall monitor the availability of financial resources, enrollments, program needs and staffing requirements, both present and future, and when appropriate and upon review with the Board or its designated committee, shall initiate separation through reduction-in-force.

Employees subject to a reduction-in-force shall normally be given at least thirty (30) days written notice before the effective date of the separation.

Basis for Separation

The decision for separation of employment due to a reduction-in-force shall be in accordance with the College's equal employment opportunity obligations and other standards and Board policies.

The decision of which employees to place under such separation shall be based first upon College needs, next upon employee performance and in the absence of either of these factors, upon seniority.

An individual whose employment status with the College is changed via separation due to a reduction-in-force, shall have priority in recall for a reemployment opportunity within the same job category or classification for a period of two (2) years from the effective date of separation.

In the event that more than one employee in a given job category is subject to such separation due to a reduction in force, the order of priority for the recall invitation shall be inversely related to each employee's date of separation, with the employee last separated from employment having the first priority for the recall opportunity for reemployment.

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