5.33 Reduction in Force

Last Revised: October 2015

Policy: Piedmont Community College (PCC) may institute a Reduction in Force if there is a significant decline in financial resources resulting in a major curtailment or elimination of a program.

Purpose/Definitions: In accordance with PCC Policy 1.7, Article IV, Section 5.8 which states “The board of trustees delegates the authority of employing all personnel to the president (ref. G.S 115D-20,(2)), with subsequent Board confirmation of all those who are intended to become regular faculty of the institution”. A reduction in force may be necessary to allow PCC to remain financially viable in the event of a financial exigency.

Approval Authority/Monitoring Authority: Piedmont Community College’s Board of Trustees has approval authority. The President and Vice President, Administrative Services have monitoring authority for this policy.

Procedures: If a major curtailment, elimination, or reorganization of any area of the College appears to the President to be necessary and if it further appears that such curtailment, elimination, or reorganization may involve the termination of employees at PCC, then the President will review all pertinent data to determine the appropriate course of action for the future of the College. The President will inform the Board of Trustees of the action taken at the next Trustees’ meeting. Prior to any declaration of a state or financial exigency, all available steps to avoid termination of personnel by reduction of expenditures within the budget to the greatest extent possible without compromising the mission of PCC, will be taken. In the event that a release during a contract period is necessary because of financial exigency or program curtailment, the employee will be given a 30 day written notification. A declaration of financial exigency will be made by the President only after exhausting other available options.

Legal Citation: G.S 115D-20,(2)

History: Effective February 2009; Revised April 2014, October 2015