



**OAKLAND  
COMMUNITY  
COLLEGE®**

Administrative Policy

Policy Type:	Human Resources
Policy Title:	Employment Status of Employees
Policy Number:	2.2.1
Office Responsible:	Human Resources

### **Policy Statement**

Personnel covered under collective bargaining agreements shall be covered by the terms and conditions specified in their agreements.

Unless otherwise specified by Board policy, Officers are hired by the College under terms and conditions as specified in their individual contracts. A faculty status provision in any individual contract of an Officer is subject to the approval of the Chancellor.

The following categories of employees are employed on at-will basis by the College and such an individual's employment and compensation may be terminated with or without cause, and with or without notice, at any time at the option of the College or of the individual: adjunct faculty, part-time (except those covered by a collective bargaining agreement), student assistants, temporary and enterprise employees. No Officer or employee of the College, has any authority to enter into any agreement for employment for any specified period of time, or to make any agreement contrary to the foregoing.

All other regular full-time employees of the College are employed by the College as long as their services are necessary and/or satisfactory to the College. The College shall determine if the employee's services are necessary and/or satisfactory.

### **Change Log**

06-21-11	Revised
01-17-17	Revised