

### **D.8.2.2 (Procedure) Demotion**

Responsible Department: Human Resources

Based on Board Policy: [D.8.2](#) – Promotion and Demotion

Approved: 4-28-09

Last Amended: 11-11-16

---

The Chancellor is authorized to approve the demotion of employees.

#### **Faculty**

Involuntary demotion of faculty members shall be in accordance with faculty progressive discipline procedures.

#### **Non-Faculty**

Involuntary demotion of non-faculty employees may result from progressive discipline, business exigency, or reorganizations and other actions in support of the College District strategic plan.

A non-faculty employee who is demoted to a position in a lower salary range will receive a salary adjustment in accordance with the provisions of the Classification and Compensation Administration Regulations.

*Legal Reference - TACC Policy Reference Manual*

DLC(LEGAL) - Employee Performance: Promotion and Demotion