

STATE BOARD FOR COMMUNITY COLLEGES AND OCCUPATIONAL EDUCATION

FACULTY SALARY PLAN

BP 3-55

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ISSUED BY:

Joe D. May, System President

Policy Statement

It is the purpose of this policy to establish a salary plan for faculty, which will promote teaching excellence within the System. The Board intends that the college presidents shall have sole responsibility for establishing salary plans for faculty of their colleges.

Scope

This policy applies to regular faculty members employed by the state system community colleges.

Salary Plan

Each college shall develop a salary allocation plan. The plans must include a merit-driven process to guide individual salary decisions. The salary allocation plans shall be reviewed by the System President.

Initial Placement (new hires)

The college president shall establish initial placement/hiring rate procedures that shall include at a minimum the following factors:

- Education/Training
- Related Experience
- Market Place/Demand

Salary Adjustments for Current Employees

There shall be two categories of salary adjustments, base building and non-base building. Faculty may be eligible for either of these types of salary adjustment. Merit shall be the prevailing factor in all salary adjustments.

Procedures

The System President shall develop system-wide guidelines for the distribution of annual salary adjustments. Responsibility for developing faculty salary plans rests with the college presidents.