

PIERPONT COMMUNITY & TECHNICAL COLLEGE
Board of Governors Policies and Procedures
POLICY # 25
TITLE: SALARY POLICY

Effective Date: November 29, 2004; revised June 15, 2006, August 27, 2007, October 19, 2010
Amended: TBD
Repealed:

SECTION 1. GENERAL

1.1 SCOPE: This salary policy shall be in effect and shall govern the adjustment of salaries for employees of Pierpont Community & Technical College. The College will develop a fair and equitable compensation system for employees.

1.1 AUTHORITY: West Virginia Code § 18B-1-6; §18B-2A-4.

1.3 Effective Date: TBD

SECTION 2. PROCEDURES FOR ESTABLISHING SALARY ADJUSTMENTS.

2.1 Each year, or from time to time as deemed appropriate, the President shall present to the Board a plan for the distribution of general salary increases to employees. This plan shall address increases for all employees other than the President.

2.2 The plan shall reflect the aggregate percentage increase in salary to be paid to faculty, non-classified, and classified employees.

2.3 Upon approval the Board shall act, in response to the plan submitted, to establish the aggregate dollars to be allocated each year for general salary increases for each of the three groups of employees in accordance with the Salary Administration Guidelines established by Human Resources. The aggregate increase in dollars shall be distributed in accordance with the recommendation of the President that is approved by the Board.

SECTION 3. CLASSIFIED STAFF SALARY POLICY

3.1 Salaries of classified employees shall be set consistent with Article 9, Chapter 18B of the Code of West Virginia and Series 8, as amended by the Higher Education Policy Commission and Community and Technical College Council.

SECTION 4.

No provision herein shall be deemed to apply in any manner to the salary of the Pierpont Community & Technical College President, whose remuneration shall be set, from time to time, at the will and pleasure of the Board and with the approval of the West Virginia Community & Technical College System, nor can it be interpreted as a guarantee of any salary adjustment for any other Pierpont employee.

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Deleted: 2.3 After the cost of state-wide salary mandates has been separately accounted for, the President's general salary increase plan shall be submitted to the Board for approval.¶

2.3.1 The plan shall reflect separately the total projected costs of aggregate salary increases for faculty, for non-classified employees, and for classified employees.¶

2.3.2 The plan shall reflect the aggregate percentage increase in salary to be paid to faculty, non-classified, and classified employees.¶

2.3.3 The increase in salary for each of the three groups of employees shall be comparable, but not necessarily equivalent. If the increases are not comparable, the President shall present a justification with the proposal.¶

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Deleted: the Board may choose to distribute an aggregate increase as a flat rate or flat amount to eligible faculty, non-classified employees and classified employees who have reached full funding on the current (...)

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PIERPONT COMMUNITY & TECHNICAL COLLEGE
Board of Governors Policies and Procedures
POLICY # 25
PP-5025

SHORT TITLE: Salary

REFERENCE: West Virginia Code § 18B-1-6; §18B-2A-4.

EFFECTIVE: November 29, 2004

AMENDED: June 15, 2006, August 27, 2007, October 19, 2010

REPEALED:

REVIEWED:

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SECTION 4. POLICY INTERPRETATION

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