

Annual Salary Increases, 2.06
Chapter 2: Personnel

Responsible Office: Human Resources
Applies to: Faculty and Staff
Approved: 05/18/2021

Policy: The Rhodes State College Board of Trustees approves base salary increases for all regularly classified employees. Unless otherwise provided by action of the Board of Trustees, salary increases shall be effective with the beginning of the College’s fiscal year, and shall be contingent upon the availability of financial resources.

Guidelines:

I. Definitions:

- a. **Regularly Classified Employee:** All faculty and staff members who are employed on a regular, annual renewable appointment (including grant funded).
- b. **Base Salary:** The amount paid to an employee not including any benefits or additional pay (e.g. stipends, overload, bonuses).

II. Eligibility

- a. Regularly classified employees hired before April 15 are eligible for Board of Trustees approved salary increases.
- b. Salary increases will only be applied to base salary.
- c. Employees with an adjunct classification are not eligible. Adjunct salary increases will be separately evaluated.
- d. Student workers and work study students are not eligible.

References: N/A

History:

	Date:	Reason:
Issued:	05/18/2021	Original policy was reviewed and approved by Board of Trustees
Revised:	MM/DD/YY	

This policy and / or procedure provides operating principles for Human Resources issues at Rhodes State College. It supersedes any prior policy covering specific subject. This policy and / or procedure may be suspended, modified or cancelled as determined by the College. This policy and / or procedure does not create a contract of employment, nor is it a condition of employment between the College and its employees.