

APPROVAL OF INSTITUTIONAL SALARY INCREASES

Policy 26, *Salary Policy*, provides:

- 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 of the University. This plan shall address increases for all employees other than the President.
- 2.2 The general salary increase plan shall be developed after state-wide salary mandates have been accounted for. Statewide salary mandates shall include salary increases for faculty promoted in rank and required incremental funding of the classified employee 'entry rate', if applicable.
- 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 percentage of aggregate increase in salary for each of the three groups of employees shall be comparable, but not necessarily equivalent; provided, that the President may present in the plan a proposal for non-comparable percentage increases among the three groups, for good cause shown.
- 2.4 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. The aggregate increase in dollars shall be distributed in accordance with Sections 3, 4 and 5 of this Policy.

For October 1, 2006 raises, the University has proceeded with a planned 4% aggregate increase. There were ten faculty promotions this year, which yields a 10% salary increase from the general raise pool (roughly \$5000 per faculty). This leaves the raise pool for each of the three employee categories at 3.69%.

The following resolution is recommended for adoption by the Board:

RESOLVED, That the Shepherd University Board of Governors approves and ratifies the salary allocations as presented in the agenda book of September 14, 2006.