

**BRIDGEVALLEY COMMUNITY AND TECHNICAL COLLEGE
BOARD OF GOVERNORS**

POLICY B-13

SALARY POLICY

Section 1. General

- 1.1. Scope — This rule delineates the procedures to be followed by the BridgeValley Community and Technical College (BridgeValley) Board of Governors in determining annual salary increases for its employees.
- 1.2. Authority — W. Va. Code § 18B-8-3; and § 18B-8-3a; West Virginia Council for Community and Technical College Education Procedural Rule Series 8 Salary Guidelines
- 1.3. Effective Date — July 12, 2013; Revised Effective Date – July 9, 2014.

Section 2. Background

- 2.1. In its Strategic Plan,¹ BridgeValley states its commitment to attract and retain quality faculty, staff, and administrators so as to accomplish the institutional goals. The realization of this plan is based upon continued increases in state support and the ability to raise tuition and fees.

Section 3. BridgeValley Community and Technical College Faculty Salary Policy

- 3.1. The BridgeValley Board of Governors (Board) shall determine on an annual basis whether a faculty salary pool may be created from available revenues generated by state resources, student fees and/or other sources. A portion of these funds may be set aside by the Board to address equity issues. Of the remaining funds, seventy percent (70%) of the pool will be dedicated to performance-based increases and thirty percent (30%) dedicated to across-the-board raises. Merit shall be determined through the annual review process.

Section 4. Classified Employees

- 4.1. The BridgeValley Board of Governors (Board) shall determine on an annual basis whether a classified employee salary pool may be created from available revenues generated by state resources, student fees and/or other sources. A portion of these funds may be set aside by the Board to address equity issues. Of the remaining funds, seventy percent (70%) of the pool will be dedicated to performance-based increases and thirty percent (30%) dedicated to across-the-board raises. Merit shall be determined through the annual review process.

¹ Implementation strategy for faculty pay raises can be found at Operating Policy No. B-OP-01-09. Salary Enhancement for Academic Achievement Policy can be found as Board Policy B-14.

Section 5. Non-Classified Employees

- 5.1. The BridgeValley Board of Governors (Board) shall determine on an annual basis whether a non-classified employee salary pool may be created from available revenues generated by state resources, student fees and/or other sources. A portion of these funds may be set aside by the Board to address equity issues. Of the remaining funds, seventy percent (70%) of the pool will be dedicated to performance-based increases and thirty percent (30%) dedicated to across-the-board raises. Merit shall be determined through the annual review process.