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| CHAPTER 2 | SECTION NO. |
| College Personnel – Personnel General | 2.13 |
| REFERENCE | <i>Adopted: October 12, 2010</i> |
| 2.13.22 Salaries | <i>Reviewed: October 12, 2010; February 18, 2020; June 13, 2023</i> |
| | <i>Revised: February 18, 2020, June 13, 2023</i> |

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Salaries Specific to Employee Classifications

- **President:** Shall be set by the Board of Trustees
- **Administrators and Professional Staff:** Administrators and Professional Staff who are employed by the College will be given a salary commensurate to their duties. The President will have the right to establish entry-level and subsequent salaries for administrators and Professional Staff subject to Board approval.

A Full-Time Administrator or Full-Time Professional Staff (Grant-Funded or Non-Grant-Funded) employee, meeting the eligibility specified below shall have their final year's base salary increased by six percent (6%) from the preceding fiscal year, rather than the planned increase for that year.

Eligibility: This benefit shall be open to all Full-Time Administrators and Full-Time Professional Staff employees who are eligible for a pension under SURS, and who have been employed by the College on a full-time basis for at least ten years preceding the date on which their retirement shall commence and who are employed full-time during the two years immediately prior to their retirement, and who submit an Irrevocable Letter of Resignation for Voluntary Retirement and Agreement according to the dates specified below. An unpaid leave of absence will not be considered as years of service for the purpose of determining eligibility for the supplemental retirement plan. This signed Letter of Resignation for Voluntary Retirement and Agreement shall become an irrevocable letter of resignation for the purpose of retirement, after a 7-day revocation period following the date of their resignation letter. This does not affect the ability for the employee to participate in the Supplemental Retirement Plan program, if eligible.

Effective July 1, 2023, the base salaries of Full-Time Administrators and Full-Time Professional Staff (Non-Grant Funded) meeting the eligibility criteria above and choosing to submit an Irrevocable Notice of Retirement specifying their actual date of retirement by June 30 of the current fiscal year and retiring no later than June 30, of the following fiscal year, will have their base salary increased by six percent (6%) greater than their base salary for the current fiscal year (the current fiscal year being the year in which the Irrevocable Notice of Retirement was submitted). This does not affect the ability for the employee to participate in the Supplemental Retirement Program if eligible. This signed Letter of Resignation for Voluntary Retirement and Agreement shall become an irrevocable letter of resignation for the purpose of retirement, after a 7-day revocation period following the date of their resignation letter.



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- KCEA Faculty: Except as provided for in the Agreement between the Board of Trustees of Kishwaukee College District No. 523 and the Kishwaukee College Education Association - AFT-IFT Local 4459, the base salaries of persons who are employed by the Board or become members of the KCEA bargaining unit after the date the current Agreement became effective shall in all instances, be determined exclusively by the Board of Trustees or the Board's designee. The Board of Trustees recognizes the Kishwaukee College Education Association-AFT-IFT Local 4459 as the bargaining unit for the full-time faculty and the salary outlined as part of the Contractual Agreement between the Union and the Board shall determine the salaries of all full-time faculty members.
- KCSS Support Staff: Except as provided for in the agreement between the Board of Trustees of Kishwaukee College District No. 523 and the Kishwaukee Council of Support Staff, IFT / AFT the base salaries of persons who are employed by the Board or become members of the KCSS bargaining unit after the date of the current Agreement became effective, shall, in all instances, be determined exclusively by the Board of Trustees or the Board's designee.
- Confidential Staff: Confidential staff positions tend to be somewhat specialized and unique, there is no single variable that will determine remuneration level. Salary placement will be determined by a combination of the individual's experience, skills required for the specific position, level of training and market requirements. The President determines salaries for confidential staff.
- Grant Funded Support Staff: Salary placement will be determined by a combination of the individual's experience, skills required for the specific position, level of training and market requirements. The President determines salaries for grant funded staff.
- Benefited Part-Time Staff: Salary placement will be determined by the Executive Director of Human Resources.
- Non-Benefited Part-Time Staff: Salary placement will be determined by the Executive Director of Human Resources.
- Temporary Staff: Salary placement will be determined by the Executive Director of Human Resources.