



HR Task Force Recommendations

May 2023

Committee Members

- Stephen Benson, VP Finance and Administration (Chair)
 - Mike Campenni, Professor
 - Laura Crapps, Project Director
 - Elaine Fagner, Professor
 - Kim Henderson, Sr. Administrative Assistant
 - Valerie Jimenez, Sr. Administrative Assistant
 - Missy Kittner, Chief Human Resources Officer (Co-Chair)
 - Brenda Price, Sr. Executive Assistant
 - Jan Robertson, Professor
 - Jodi Tindell, Director of Purchasing & Auxiliary Services
 - Stephanie Trammell, Associate Director of Educational Partnerships
 - Laura Wichman, Chief Research & Effectiveness Officer
 - Arthur Wilson, PC Specialist
- 

Recommendation

1. Evaluation Systems



- Purchased the evaluation module from NEOED
- Revised the evaluation tool



Evaluation Tool Changes

SCALE

- Outstanding - Results significantly surpass expectations. Superior contribution to the objectives of department and functional area.
- Proficient - Results are very good. Significant contribution to objectives of department and functional area.
- Competent - Results are good. Performance is consistent with expectations. No important areas of failure or lack of accomplishment.
- Developing - Results do not consistently meet expectations. May lack experience but has the capacity to improve the overall level of performance within a reasonable period of time.
- Unacceptable - Performance does not meet expectations.

Evaluation Tool Changes

VALUES

PEOPLE

We will be honest, humble, respectful, and gracious to our students and to each other. We best serve our students, colleagues, and community when we work as a team.

- Shows respect for students, faculty, staff, and visitors
- Shows care to others
- Demonstrates fairness toward others
- Gives timely and honest feedback, both positive and negative
- Is a team player

SUPERVISOR RATING:

(RATING: Outstanding, Proficient, Competent, Developing, Unacceptable)

SUPERVISOR COMMENTS:

Recommendation

1. Evaluation Systems



- Purchased the evaluation module from NEOED.
- Revised the evaluation tool.
- Dr. Hills and the faculty are working to revise the faculty evaluation tool.
- Plan to train and implement these changes for staff this Spring and Faculty next year.

Additional Cost: \$22,406 annually



Recommendation

2. Part-time, Overload, Summer Salary Schedule



- The current schedule for paying part-time, overloads, and summer salaries for faculty does not have consistent education levels with the full-time salary schedule.
- Add 8 educational levels.

Additional Cost: \$30,000 annually



Faculty Salary Schedule Changes

| YEARS OF EXPERIENCE | BACHELOR | BACHELOR 6 | BACHELOR 12 | BACHELOR 18 | BACHELOR 24 | BACHELOR 30 | MASTER | MASTER 6 | MASTER 12 | MASTER 18 | MASTER 24 | MASTER 30 | MASTER 36 | MASTER 42 | MASTER 48 | MASTER 54 | MASTER 60 | DOCTOR |
|---------------------|----------|------------|-------------|-------------|-------------|-------------|--------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|
| (INCREMENTS) | | | | | | | | | | | | | | | | | | |
| 0 | 47,231 | 48,069 | 48,909 | 49,745 | 50,581 | 51,931 | 53,278 | 54,111 | 54,945 | 55,778 | 56,612 | 57,422 | 58,231 | 59,065 | 59,898 | 60,944 | 61,989 | 63,906 |
| 1 | 48,475 | 49,313 | 50,153 | 50,989 | 51,825 | 53,175 | 54,522 | 55,355 | 56,189 | 57,022 | 57,856 | 58,666 | 59,475 | 60,309 | 61,142 | 62,188 | 63,233 | 65,150 |
| 2 | 49,719 | 50,557 | 51,397 | 52,233 | 53,069 | 54,419 | 55,766 | 56,599 | 57,433 | 58,266 | 59,100 | 59,910 | 60,719 | 61,553 | 62,386 | 63,432 | 64,477 | 66,394 |
| 3 | 50,963 | 51,801 | 52,641 | 53,477 | 54,313 | 55,663 | 57,010 | 57,843 | 58,677 | 59,510 | 60,344 | 61,154 | 61,963 | 62,797 | 63,630 | 64,676 | 65,721 | 67,638 |
| 4 | 52,207 | 53,045 | 53,885 | 54,721 | 55,557 | 56,907 | 58,254 | 59,087 | 59,921 | 60,754 | 61,588 | 62,398 | 63,207 | 64,041 | 64,874 | 65,920 | 66,965 | 68,882 |
| 5 | 53,451 | 54,289 | 55,129 | 55,965 | 56,801 | 58,151 | 59,498 | 60,331 | 61,165 | 61,998 | 62,832 | 63,642 | 64,451 | 65,285 | 66,118 | 67,164 | 68,209 | 70,126 |
| 6 | 54,695 | 55,533 | 56,373 | 57,209 | 58,045 | 59,395 | 60,742 | 61,575 | 62,409 | 63,242 | 64,076 | 64,886 | 65,695 | 66,529 | 67,362 | 68,408 | 69,453 | 71,370 |
| 7 | | | | | | | | | 63,653 | 64,486 | 65,320 | 66,130 | 66,939 | 67,773 | 68,606 | 69,652 | 70,697 | 72,614 |
| 8 | | | | | | | | | 64,897 | 65,730 | 66,564 | 67,374 | 68,183 | 69,017 | 69,850 | 70,896 | 71,941 | 73,858 |
| 9 | | | | | | | | | 66,141 | 66,974 | 67,808 | 68,618 | 69,427 | 70,261 | 71,094 | 72,140 | 73,185 | 75,102 |
| 10 | | | | | | | | | | 68,218 | 69,052 | 69,862 | 70,671 | 71,505 | 72,338 | 73,384 | 74,429 | 76,346 |
| 11 | | | | | | | | | | | 70,296 | 71,106 | 71,915 | 72,749 | 73,582 | 74,628 | 75,673 | 77,590 |
| 12 | | | | | | | | | | | 71,540 | 72,350 | 73,159 | 73,993 | 74,826 | 75,872 | 76,917 | 78,834 |
| 13 | | | | | | | | | | | 72,784 | 73,594 | 74,403 | 75,237 | 76,070 | 77,116 | 78,161 | 80,078 |
| 14 | | | | | | | | | | | | | 75,647 | 76,481 | 77,314 | 78,360 | 79,405 | 81,322 |
| 15 | | | | | | | | | | | | | 76,891 | 77,725 | 78,558 | 79,604 | 80,649 | 82,566 |
| 16 | | | | | | | | | | | | | | | 79,802 | 80,848 | 81,893 | 83,810 |
| 17 | | | | | | | | | | | | | | | | | 83,137 | 85,054 |
| 18 | | | | | | | | | | | | | | | | | 84,381 | 86,298 |
| 19 | | | | | | | | | | | | | | | | | 85,625 | 87,542 |
| 20 | | | | | | | | | | | | | | | | | 86,869 | 88,786 |
| 21 | | | | | | | | | | | | | | | | | 87,687 | 89,604 |
| 22 | | | | | | | | | | | | | | | | | 88,505 | 90,422 |
| 23 | | | | | | | | | | | | | | | | | 89,323 | 91,240 |
| 24 | | | | | | | | | | | | | | | | | 90,141 | 92,058 |
| 25 | | | | | | | | | | | | | | | | | 90,959 | 92,876 |
| 26 | | | | | | | | | | | | | | | | | 91,777 | 93,694 |
| 27 | | | | | | | | | | | | | | | | | 92,595 | 94,512 |
| 28 | | | | | | | | | | | | | | | | | 93,413 | 95,330 |
| 29 | | | | | | | | | | | | | | | | | 94,231 | 96,148 |
| 30 | | | | | | | | | | | | | | | | | 95,049 | 96,966 |

Recommendation

3. Staff Educational Recognition



- One-time payment in October for degrees completed during the prior academic year.
 - ✓ GED - \$250
 - ✓ Associate - \$500
 - ✓ Bachelor - \$1,000
 - ✓ Master - \$2,000
 - ✓ Doctoral - \$3,000
- First year - retroactive for current staff who have completed degrees.

Additional Cost: \$105,000 first year / \$10,000 annually



Recommendation

4. Staff Longevity Payment



- Annual payment at the end of each calendar year that is based on the number of months employed full-time. Not added to base salary.
- Monthly amount will be based on available funds, with the goal to do at least \$5 per month.

Examples:

| Years | Payment |
|-----------------------|---------|
| 5 years / 60 months | \$300 |
| 10 years / 120 months | \$600 |
| 15 years / 180 months | \$900 |
| 20 years / 240 months | \$1,200 |

Additional Cost: \$185,000 annually



Recommendation

5. Faculty Annual Increment Changes



- Make annual increment pay for steps 21-30 consistent with the other steps.



Additional Cost: \$75,932 annually

Faculty Salary Schedule Changes

| YEARS OF EXPERIENCE (INCREMENTS) | BACHELOR | BACHELOR 6 | BACHELOR 12 | BACHELOR 18 | BACHELOR 24 | BACHELOR 30 | MASTER | MASTER 6 | MASTER 12 | MASTER 18 | MASTER 24 | MASTER 30 | MASTER 36 | MASTER 42 | MASTER 48 | MASTER 54 | MASTER 60 | DOCTOR |
|-------------------------------------|----------|------------|-------------|-------------|-------------|-------------|--------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|
| 0 | 47,231 | 48,069 | 48,909 | 49,745 | 50,581 | 51,931 | 53,278 | 54,111 | 54,945 | 55,778 | 56,612 | 57,422 | 58,231 | 59,065 | 59,898 | 60,944 | 61,989 | 63,906 |
| 1 | 48,475 | 49,313 | 50,153 | 50,989 | 51,825 | 53,175 | 54,522 | 55,355 | 56,189 | 57,022 | 57,856 | 58,666 | 59,475 | 60,309 | 61,142 | 62,188 | 63,233 | 65,150 |
| 2 | 49,719 | 50,557 | 51,397 | 52,233 | 53,069 | 54,419 | 55,766 | 56,599 | 57,433 | 58,266 | 59,100 | 59,910 | 60,719 | 61,553 | 62,386 | 63,432 | 64,477 | 66,394 |
| 3 | 50,963 | 51,801 | 52,641 | 53,477 | 54,313 | 55,663 | 57,010 | 57,843 | 58,677 | 59,510 | 60,344 | 61,154 | 61,963 | 62,797 | 63,630 | 64,676 | 65,721 | 67,638 |
| 4 | 52,207 | 53,045 | 53,885 | 54,721 | 55,557 | 56,907 | 58,254 | 59,087 | 59,921 | 60,754 | 61,588 | 62,398 | 63,207 | 64,041 | 64,874 | 65,920 | 66,965 | 68,882 |
| 5 | 53,451 | 54,289 | 55,129 | 55,965 | 56,801 | 58,151 | 59,498 | 60,331 | 61,165 | 61,998 | 62,832 | 63,642 | 64,451 | 65,285 | 66,118 | 67,164 | 68,209 | 70,126 |
| 6 | 54,695 | 55,533 | 56,373 | 57,209 | 58,045 | 59,395 | 60,742 | 61,575 | 62,409 | 63,242 | 64,076 | 64,886 | 65,695 | 66,529 | 67,362 | 68,408 | 69,453 | 71,370 |
| 7 | | | | | | | | | 63,653 | 64,486 | 65,320 | 66,130 | 66,939 | 67,773 | 68,606 | 69,652 | 70,697 | 72,614 |
| 8 | | | | | | | | | 64,897 | 65,730 | 66,564 | 67,374 | 68,183 | 69,017 | 69,850 | 70,896 | 71,941 | 73,858 |
| 9 | | | | | | | | | 66,141 | 66,974 | 67,808 | 68,618 | 69,427 | 70,261 | 71,094 | 72,140 | 73,185 | 75,102 |
| 10 | | | | | | | | | | 68,218 | 69,052 | 69,862 | 70,671 | 71,505 | 72,338 | 73,384 | 74,429 | 76,346 |
| 11 | | | | | | | | | | | 70,296 | 71,106 | 71,915 | 72,749 | 73,582 | 74,628 | 75,673 | 77,590 |
| 12 | | | | | | | | | | | 71,540 | 72,350 | 73,159 | 73,993 | 74,826 | 75,872 | 76,917 | 78,834 |
| 13 | | | | | | | | | | | 72,784 | 73,594 | 74,403 | 75,237 | 76,070 | 77,116 | 78,161 | 80,078 |
| 14 | | | | | | | | | | | | | 75,647 | 76,481 | 77,314 | 78,360 | 79,405 | 81,322 |
| 15 | | | | | | | | | | | | | 76,891 | 77,725 | 78,558 | 79,604 | 80,649 | 82,566 |
| 16 | | | | | | | | | | | | | | | 79,802 | 80,848 | 81,893 | 83,810 |
| 17 | | | | | | | | | | | | | | | | | 83,137 | 85,054 |
| 18 | | | | | | | | | | | | | | | | | 84,381 | 86,298 |
| 19 | | | | | | | | | | | | | | | | | 85,625 | 87,542 |
| 20 | | | | | | | | | | | | | | | | | 86,869 | 88,786 |
| 21 | | | | | | | | | | | | | | | | | 87,687 | 89,604 |
| 22 | | | | | | | | | | | | | | | | | 88,505 | 90,422 |
| 23 | | | | | | | | | | | | | | | | | 89,323 | 91,240 |
| 24 | | | | | | | | | | | | | | | | | 90,141 | 92,058 |
| 25 | | | | | | | | | | | | | | | | | 90,959 | 92,876 |
| 26 | | | | | | | | | | | | | | | | | 91,777 | 93,694 |
| 27 | | | | | | | | | | | | | | | | | 92,595 | 94,512 |
| 28 | | | | | | | | | | | | | | | | | 93,413 | 95,330 |
| 29 | | | | | | | | | | | | | | | | | 94,231 | 96,148 |
| 30 | | | | | | | | | | | | | | | | | 95,049 | 96,966 |

Increment Change
\$1,244

Increment Change
\$818

Recommendation

5. Faculty Annual Increment Changes



- Make annual increment pay for steps 21-30 consistent with the other steps.
- Drop the annual increment cap for the Doctoral level.

Additional Cost: \$75,932 annually (#1)
Additional Cost: \$18,971 (#2)



Faculty Salary Schedule Changes

| YEARS OF EXPERIENCE | BACHELOR | BACHELOR 6 | BACHELOR 12 | BACHELOR 18 | BACHELOR 24 | BACHELOR 30 | MASTER | MASTER 6 | MASTER 12 | MASTER 18 | MASTER 24 | MASTER 30 | MASTER 36 | MASTER 42 | MASTER 48 | MASTER 54 | MASTER 60 | DOCTOR |
|---------------------|----------|------------|-------------|-------------|-------------|-------------|--------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|
| (INCREMENTS) | | | | | | | | | | | | | | | | | | |
| 0 | 47,231 | 48,069 | 48,909 | 49,745 | 50,581 | 51,931 | 53,278 | 54,111 | 54,945 | 55,778 | 56,612 | 57,422 | 58,231 | 59,065 | 59,898 | 60,944 | 61,989 | 63,906 |
| 1 | 48,475 | 49,313 | 50,153 | 50,989 | 51,825 | 53,175 | 54,522 | 55,355 | 56,189 | 57,022 | 57,856 | 58,666 | 59,475 | 60,309 | 61,142 | 62,188 | 63,233 | 65,150 |
| 2 | 49,719 | 50,557 | 51,397 | 52,233 | 53,069 | 54,419 | 55,766 | 56,599 | 57,433 | 58,266 | 59,100 | 59,910 | 60,719 | 61,553 | 62,386 | 63,432 | 64,477 | 66,394 |
| 3 | 50,963 | 51,801 | 52,641 | 53,477 | 54,313 | 55,663 | 57,010 | 57,843 | 58,677 | 59,510 | 60,344 | 61,154 | 61,963 | 62,797 | 63,630 | 64,676 | 65,721 | 67,638 |
| 4 | 52,207 | 53,045 | 53,885 | 54,721 | 55,557 | 56,907 | 58,254 | 59,087 | 59,921 | 60,754 | 61,588 | 62,398 | 63,207 | 64,041 | 64,874 | 65,920 | 66,965 | 68,882 |
| 5 | 53,451 | 54,289 | 55,129 | 55,965 | 56,801 | 58,151 | 59,498 | 60,331 | 61,165 | 61,998 | 62,832 | 63,642 | 64,451 | 65,285 | 66,118 | 67,164 | 68,209 | 70,126 |
| 6 | 54,695 | 55,533 | 56,373 | 57,209 | 58,045 | 59,395 | 60,742 | 61,575 | 62,409 | 63,242 | 64,076 | 64,886 | 65,695 | 66,529 | 67,362 | 68,408 | 69,453 | 71,370 |
| 7 | | | | | | | | | 63,653 | 64,486 | 65,320 | 66,130 | 66,939 | 67,773 | 68,606 | 69,652 | 70,697 | 72,614 |
| 8 | | | | | | | | | 64,897 | 65,730 | 66,564 | 67,374 | 68,183 | 69,017 | 69,850 | 70,896 | 71,941 | 73,858 |
| 9 | | | | | | | | | 66,141 | 66,974 | 67,808 | 68,618 | 69,427 | 70,261 | 71,094 | 72,140 | 73,185 | 75,102 |
| 10 | | | | | | | | | | 68,218 | 69,052 | 69,862 | 70,671 | 71,505 | 72,338 | 73,384 | 74,429 | 76,346 |
| 11 | | | | | | | | | | | 70,296 | 71,106 | 71,915 | 72,749 | 73,582 | 74,628 | 75,673 | 77,590 |
| 12 | | | | | | | | | | | 71,540 | 72,350 | 73,159 | 73,993 | 74,826 | 75,872 | 76,917 | 78,834 |
| 13 | | | | | | | | | | | 72,784 | 73,594 | 74,403 | 75,237 | 76,070 | 77,116 | 78,161 | 80,078 |
| 14 | | | | | | | | | | | | | 75,647 | 76,481 | 77,314 | 78,360 | 79,405 | 81,322 |
| 15 | | | | | | | | | | | | | 76,891 | 77,725 | 78,558 | 79,604 | 80,649 | 82,566 |
| 16 | | | | | | | | | | | | | | | 79,802 | 80,848 | 81,893 | 83,810 |
| 17 | | | | | | | | | | | | | | | | | 83,137 | 85,054 |
| 18 | | | | | | | | | | | | | | | | | 84,381 | 86,298 |
| 19 | | | | | | | | | | | | | | | | | 85,625 | 87,542 |
| 20 | | | | | | | | | | | | | | | | | 86,869 | 88,786 |
| 21 | | | | | | | | | | | | | | | | | 87,687 | 89,604 |
| 22 | | | | | | | | | | | | | | | | | 88,505 | 90,422 |
| 23 | | | | | | | | | | | | | | | | | 89,323 | 91,240 |
| 24 | | | | | | | | | | | | | | | | | 90,141 | 92,058 |
| 25 | | | | | | | | | | | | | | | | | 90,959 | 92,876 |
| 26 | | | | | | | | | | | | | | | | | 91,777 | 93,694 |
| 27 | | | | | | | | | | | | | | | | | 92,595 | 94,512 |
| 28 | | | | | | | | | | | | | | | | | 93,413 | 95,330 |
| 29 | | | | | | | | | | | | | | | | | 94,231 | 96,148 |
| 30 | | | | | | | | | | | | | | | | | 95,049 | 96,966 |



Recommendation

5. Faculty Annual Increment Changes



- Make annual increment pay for steps 21-30 consistent with the other steps.
- Drop the annual increment cap for the Doctoral level.
- Annual longevity payment for faculty who are capped.

Additional Cost: \$75,932 annually (#1)

Additional Cost: \$18,971 (#2)

Additional Cost: \$53,756 (#3)



Faculty Salary Schedule Changes

| YEARS OF EXPERIENCE | BACHELOR | BACHELOR 6 | BACHELOR 12 | BACHELOR 18 | BACHELOR 24 | BACHELOR 30 | MASTER | MASTER 6 | MASTER 12 | MASTER 18 | MASTER 24 | MASTER 30 | MASTER 36 | MASTER 42 | MASTER 48 | MASTER 54 | MASTER 60 | DOCTOR |
|---------------------|----------|------------|-------------|-------------|-------------|-------------|--------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|--------|
| (INCREMENTS) | | | | | | | | | | | | | | | | | | |
| 0 | 47,231 | 48,069 | 48,909 | 49,745 | 50,581 | 51,931 | 53,278 | 54,111 | 54,945 | 55,778 | 56,612 | 57,422 | 58,231 | 59,065 | 59,898 | 60,944 | 61,989 | 63,906 |
| 1 | 48,475 | 49,313 | 50,153 | 50,989 | 51,825 | 53,175 | 54,522 | 55,355 | 56,189 | 57,022 | 57,856 | 58,666 | 59,475 | 60,309 | 61,142 | 62,188 | 63,233 | 65,150 |
| 2 | 49,719 | 50,557 | 51,397 | 52,233 | 53,069 | 54,419 | 55,766 | 56,599 | 57,433 | 58,266 | 59,100 | 59,910 | 60,719 | 61,553 | 62,386 | 63,432 | 64,477 | 66,394 |
| 3 | 50,963 | 51,801 | 52,641 | 53,477 | 54,313 | 55,663 | 57,010 | 57,843 | 58,677 | 59,510 | 60,344 | 61,154 | 61,963 | 62,797 | 63,630 | 64,676 | 65,721 | 67,638 |
| 4 | 52,207 | 53,045 | 53,885 | 54,721 | 55,557 | 56,907 | 58,254 | 59,087 | 59,921 | 60,754 | 61,588 | 62,398 | 63,207 | 64,041 | 64,874 | 65,920 | 66,965 | 68,882 |
| 5 | 53,451 | 54,289 | 55,129 | 55,965 | 56,801 | 58,151 | 59,498 | 60,331 | 61,165 | 61,998 | 62,832 | 63,642 | 64,451 | 65,285 | 66,118 | 67,164 | 68,209 | 70,126 |
| 6 | 54,695 | 55,533 | 56,373 | 57,209 | 58,045 | 59,395 | 60,742 | 61,575 | 62,409 | 63,242 | 64,076 | 64,886 | 65,695 | 66,529 | 67,362 | 68,408 | 69,453 | 71,370 |
| 7 | | | | | | | | | 63,653 | 64,486 | 65,320 | 66,130 | 66,939 | 67,773 | 68,606 | 69,652 | 70,697 | 72,614 |
| 8 | | | | | | | | | 64,897 | 65,730 | 66,564 | 67,374 | 68,183 | 69,017 | 69,850 | 70,896 | 71,941 | 73,858 |
| 9 | | | | | | | | | 66,141 | 66,974 | 67,808 | 68,618 | 69,427 | 70,261 | 71,094 | 72,140 | 73,185 | 75,102 |
| 10 | | | | | | | | | 68,218 | 69,052 | 69,862 | 70,671 | 71,505 | 72,338 | 73,384 | 74,429 | 76,346 | |
| 11 | | | | | | | | | | | 70,296 | 71,106 | 71,915 | 72,749 | 73,582 | 74,628 | 75,673 | 77,590 |
| 12 | | | | | | | | | | | 71,540 | 72,350 | 73,159 | 73,993 | 74,826 | 75,872 | 76,917 | 78,834 |
| 13 | | | | | | | | | | | 72,784 | 73,594 | 74,403 | 75,237 | 76,070 | 77,116 | 78,161 | 80,078 |
| 14 | | | | | | | | | | | | | 75,647 | 76,481 | 77,314 | 78,360 | 79,405 | 81,322 |
| 15 | | | | | | | | | | | | | 76,891 | 77,725 | 78,558 | 79,604 | 80,649 | 82,566 |
| 16 | | | | | | | | | | | | | | | 79,802 | 80,848 | 81,893 | 83,810 |
| 17 | | | | | | | | | | | | | | | | | 83,137 | 85,054 |
| 18 | | | | | | | | | | | | | | | | | 84,381 | 86,298 |
| 19 | | | | | | | | | | | | | | | | | 85,625 | 87,542 |
| 20 | | | | | | | | | | | | | | | | | 86,869 | 88,786 |
| 21 | | | | | | | | | | | | | | | | | 87,687 | 89,604 |
| 22 | | | | | | | | | | | | | | | | | 88,505 | 90,422 |
| 23 | | | | | | | | | | | | | | | | | 89,323 | 91,240 |
| 24 | | | | | | | | | | | | | | | | | 90,141 | 92,058 |
| 25 | | 948 | | | | | | | | | | | | | | | 90,959 | 92,876 |
| 26 | | | | | | | | | | | | | | | | | 91,777 | 93,694 |
| 27 | | | | | | | | | | | | | | | | | 92,595 | 94,512 |
| 28 | | | | | | | | | | | | | | | | | 93,413 | 95,330 |
| 29 | | | | | | | | | | | | | | | | | 94,231 | 96,148 |
| 30 | | | | | | | | | | | | | | | | | 95,049 | 96,966 |

Base amount = 348
 Step amount = 600
 Total longevity = 948



Recommendation

6. New Employee Evaluations



- Required evaluations for new employees during first year.
 - ✓ Staff
 - 3 months and 6 months (9 months if needed)
 - ✓ Faculty
 - Fall Semester (October/November)
 - Spring Semester (March)
- Evaluations completed through NEOED module.



Recommendations - \$501,065





Questions & Discussion

