

7.4 COMPENSATION AND BOARD AUTHORITY

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The Board of Trustees of the Delaware County Community College is committed to the conduct of quality educational programs of service to the community, as outlined in its statements of "College Philosophy" and "Long Range Goals". Recognizing that excellence of program requires a highly qualified and dedicated staff, it shall be the policy of the Board of Trustees to establish and maintain a system of employee compensation which reflects this concern for excellence. The wage and salary structure should provide the means to attract and motivate qualified employees and enable each employee to affect his compensation through his performance. Compensation should be fair and reasonable in relation to work performed and equitably administered throughout the College.

In establishing or adjusting wage or salary structures, the College shall recognize and be responsible to competitive salary practices within related educational and/or service industries, practices prevalent in the nation among other employers, as well as local business influences, and national, state, and regional economic conditions. The College's compensation system should serve to operate in the best interests of its employees, students, and sponsors.

Employee compensation, as covered by this policy, is defined as base salaries and wages, overtime pay, shift differentials, and/or any other form of employee benefit paid to or on behalf of an employee. The Board of Trustees shall approve salary grades and ranges, overall salary adjustments, compensation rates, employee benefits, and conditions of employment for all employees, including those covered by a collective bargaining agreement, upon recommendations of the President.

The Board of Trustees shall approve any collective bargaining agreements.