



## SALARIES POLICY

**Board Bylaw:**  
**Policy Number: 4.3000**  
**Subject Area: Personnel**  
**Adopted: 01/01/1999**  
**Revised: 01/01/1999**

Salaries for teaching faculty and academic support staff covered by the Board's collective bargaining agreement with the Kaskaskia College Education Association will be as provided in that agreement.

Salaries for support staff shall be based upon individual job classifications and the competitive job market, as appropriate.

Salary ranges for administrators are based upon an evaluation of job descriptions and the competitive job situation. Each administrator's salary is determined individually.

Short-term employees will be paid on a proportional basis. The actual salary of a short-term employee will be based on the salary that would have been paid to a full-time employee who filled that position.

The rate of pay for part-time and seasonal employees will reflect appropriate schedules or ranges established for the applicable job category on the part-time salary schedule.

Instructors for non-credit community education courses, seminars, and other activities will be paid for work performed at each class or event as determined by the Dean of Continuing/Community Education.

Approval History: Replaces Salaries Policy 2.30 approved 01/01/1999