

**AGENDA ITEM #VI-B
SEPTEMBER 9, 2020
HIGHLAND COMMUNITY COLLEGE BOARD**

**APPROVAL OF SALARY INCREASES FOR ADMINISTRATIVE, PROFESSIONAL,
AND CLASSIFIED NON-UNION STAFF**

RECOMMENDATION OF THE PRESIDENT: It is recommended that the Highland Community College Board of Trustees approves an FY21 salary increase for eligible administrative, professional, and classified non-union staff in an amount of \$1,000 (48 cents per hour) retroactive to the start of FY21 (July 1, 2020).

BACKGROUND: This salary increase reflects the conservative budget guidelines projected for this fiscal year. The recommended increase will be added to each eligible administrative, professional, and classified non-union staff member's salary. The amount is pro-rated for regular part-time employees based on hours worked (.48 cents per hour).

As in previous years, the proposed increase for grant-funded positions is dependent upon the availability of funds from each grant to implement this recommended increase at the beginning of the appropriate grant year (April 1, July 1, or September 1). This recommendation adheres to the Board of Trustees' compensation philosophy approved at the May 2006 Board meeting.

BOARD ACTION: _____