

## SALARY SCALE (POLICY)

### A. Scales

In the interest of being equitable and competitive, Oglala Lakota College maintains six scales for salaries:

- Scale 1 - Support Scale
- Scale 2 - Assistant Scale
- Scale 3 - Directors' Scale
- Scale 4 - Faculty Scale
- Scale 5 - Special Administrator Scale
- Scale 6 - Adjunct Faculty Scale

Scales are reviewed periodically.

### B. Experience

Outside experience in a position comparable to one held at OLC will count on the year scale at 2 years outside experience = 1 year step up to a limit of 5 steps (10 years outside experience). Outside experience is counted in full years only. Inside experience is counted in full years only.

Full-time faculty members' external college teaching experience may be equated on a 2:1 ratio up to five years on the pay scale. Teaching experience in non-collegiate institutions will be equated at 4:1 up to five years. Administrative experience in a college, secondary and elementary school will be equated at 4:1 ratio up to five years on the pay scale. Work experience directly related to Voc Ed instruction will be equated at 4:1 ratio up to five years on the pay scale.

C. The OLC Board of Trustees will consider annual salary increases (including cost of living increases) depending on the availability of funds.

### D. Continuing Education Credits

Employees continuing education may be approved for a raise by the Board of Trustees as long as funds are available.

Credit raises are given as people reach various education scale levels.

College credits should be applicable to a degree program in some way related to a person's present or possible position at OLC.

Credit hours are semester hours and must be progressive toward a specific degree.

Credits above a Bachelor's must be graduate credits.

E. When a permanent employee applies for and is selected for a different position within the College, that is on a lower salary scale, or is assigned to a position on a lower scale, the employee will have their salary reevaluated and adjusted according to the position on the lower salary scale. (# V. was approved by the BOT on 8/23/00)

F. Staff Teaching

Non-faculty OLC personnel who teach credit courses outside of work time, will be paid at the adjunct associate faculty level as long as they are employed by the college. Travel, preparation, and teaching are expected to be outside regular working hours.

If an employee is no longer an OLC employee, he/she will revert to the beginning adjunct faculty rate of pay until they have gone through the process of qualifying for the associate adjunct faculty pay.

CROSS REFERENCE: 72-510 Instructor and Staff Compensation for Picture-Tel Courses (Policy)