**5.22 Salary Placement *(Approved 7-15-1991; Revised 5-8-2006, 11-4-2013)***

 Salary placement guidelines will be developed by the administration and Human Resources

**Procedures: *(Revised 11-4-2013)***

####  5.22.1 Faculty Salary Guidelines

1. Faculty will receive contracted pay according to guidelines that will be reviewed annually.

1. The faculty salary guidelines will include provisions for those with less than a master's degree as well as those with an earned doctorate.

1. Initial placement will be based upon relevant experience as determined by the College, earned academic degrees, and market demand.

1. Faculty rank at hiring will be considered based on the guidelines of the Rank and Promotion Policy.

####  5.22.2 Professional and Administrative Salary Guidelines

1. Professional employees and administrators will receive contracted pay according to grade levels.

1. Initial placement will be based upon relevant experience, earned academic degrees and market demand.

####  5.22.3 Support Staff Salary Guidelines *(Adopted 11-4-2013)*

1. Support staff employees will receive pay according to grade levels.

1. Initial placement will be based upon appropriate experience, earned academic degrees and market demand.