TO: President's Leadership Team

FROM: Michael B. McCall, Ed.D.
President

DATE: June 28, 2002

SUBJECT: **Salary and Benefits for 2002-03**

KCTCS
Kentucky Community & Technical College System

OFFICE OF THE PRESIDENT
Dr. Michael B. McCall

Salary and benefits are key elements in our effort to build a comprehensive community and technical college system that is recognized as the nation's best and fulfills the promise of House Bill 1, *The Kentucky Postsecondary Education Improvement Act of 1997*. Our objective is to create incentives to encourage faculty and staff to voluntarily elect the KCTCS personnel policies to achieve the goal of building a unified system.

Accordingly, the KCTCS Board of Regents approved the following salary and benefits increases effective July 1, 2002:

- Faculty and staff under KCTCS personnel system policies will receive a 3 percent salary increase.
- KCTCS faculty and staff remaining under 18A/151B personnel rules will receive a salary increase, consistent with budget provisions for state government employees (currently proposed at 2.7 percent).
- KCTCS faculty and staff remaining under UK personnel system policies will receive on average a 2.7 percent increase (composed of a 1.6 percent increase in salary and an additional increase, on average 1.1 percent of the salary base, for health insurance costs).

The Board of Regents has provided additional enhancements to faculty and staff currently in the KCTCS personnel system and for faculty and staff who voluntarily opt over into the KCTCS personnel system:

- For faculty and staff opting into KCTCS personnel policies, an additional base salary increase will be provided.
- Additional employer contributions for health insurance costs for faculty and staff governed under KCTCS personnel system rules.
- A tuition waiver program for spouses and dependent children of faculty and staff governed under KCTCS personnel rules, for three (3) credit hours per term (fall, spring and summer) at KCTCS colleges.

The Board of Regents also established a nonrecurring merit bonus for KCTCS faculty and staff governed under all personnel system rules that earned in 2001-02 an "Exceeds" rating in the KCTCS performance evaluation system. Funding for this program is contingent upon there being no state budget reductions for KCTCS in 2002-03. If no state budget reductions occur, the merit bonus awards would be paid during the fourth quarter of the 2002-03 fiscal year.

DUCATION PAYS

2624 Research Park Drive • P.O. Box 14092 • Lexington, KY 40512-4092 • 859/246-3132 • Fax: 859-246-3117

KCTCS is an equal opportunity employer and education institution.

Please share this information with all faculty and staff within your community and technical college district. Some of the most frequently asked questions concerning making the election to opt over into KCTCS personnel system policies will be posted on our website http://www.kctcs.edu/employee/hr/opt.htm and will be distributed to all college Human Resource coordinators.