

J. Sargeant Reynolds Community College

Addendum to Policy 3-8, Faculty Merit Pay  
Faculty Salary Merit Pay Plan for 2017-2018

**Approved by President Gary L. Rhodes**  
**June 16, 2017**

Administrative, Professional and Teaching Faculty Promotions

Faculty approved for **rank promotion** will receive the **promotion increase**, as provided in College Policy 3-6, Faculty Promotion, effective August 16, 2017, (9-month and 10-month teaching faculty) or July 1, 2017, (12-month teaching, administrative, and professional faculty).

9-month, 10-month and 12-month Teaching Faculty

1. All teaching faculty, hired on or before April 10, 2017, and receiving an overall rating of "Meets Expectations", on the **annual summary evaluation for Calendar Year 2016**, will receive a three percent (3.0 %) salary increase effective August 16, 2017 (9-month and 10-month teaching faculty) or July 10, 2017 (12-month teaching faculty).
2. All teaching faculty, hired on or before April 10, 2017, and receiving an **interim evaluation** rating of "Meets Expectations", will receive a three percent (3.0 %) salary increase effective August 16, 2017 (9-month and 10-month teaching faculty) or July 10, 2017 (12-month teaching faculty).
3. **New Hires:**  
Teaching faculty hired after April 10, 2017, shall be hired in accordance with the minimum and maximum salary amounts established and set forth by the Virginia Community College System via the 2017-2018 VCCS-18, effective July 10, 2017.

Administrative and Professional Faculty

1. All administrative and professional faculty, hired on or before April 10, 2017, and receiving an overall rating of "Meets Expectations" on the **annual summary evaluation for Fiscal Year 2015-2016**, will receive a three percent (3.0 %) salary increase effective July 10, 2017.
2. All administrative and professional faculty, hired on or before April 10, 2017, and receiving an **interim evaluation** rating of "Meets Expectations", will receive a three percent (3.0 %) salary increase effective July 10, 2017.
3. **New Hires:**  
Administrative and professional faculty hired after April 10, 2017, shall be hired in accordance with the minimum and maximum salary amounts established and set forth by the Virginia Community College System via the 2017-2018 VCCS-18, effective July 10, 2017.

Adjunct Faculty

1. Adjunct faculty approved for **rank promotion** will receive the **promotion increase**, as provided in College Policy 3-26, Appointment and Compensation of Adjunct Faculty and Non-teaching Personnel, effective August 16, 2017, January 1, 2018 or May 21, 2018, as approved.
2. All adjunct faculty employed as of August 16, 2017, will receive a three (3) percent increase of their current adjunct rate(s) beginning with the Fall 2017 Adjunct Teaching Contract.
3. Adjunct faculty hired to begin their first teaching assignment for Fall 2017, will be hired in accordance with the minimum and maximum adjunct faculty rate established and set forth by the Virginia Community College System via the 2017-2018 VCCS-18, effective July 10, 2017.