

#### **60404 Criticality of Skill**

Sometimes applying criticality of skill to fill a position results in a new hire's initial annual salary for the year of his/her initial appointment, solely by reason of the application of criticality of skill, exceeding the salary for the same year of a returning faculty member who teaches the same critical skill or discipline, and who possesses educational qualifications, skills and experience which, under College criteria, are equal to or greater than those of the new hire.

In such event, upon the returning faculty member's request, his or her salary for that year shall be recomputed as though he/she were initially appointed in that year and in the manner provided for initial appointments. In making such re-computation, the same criticality of skill award shall be made as that given to the newly hired faculty member. If the amount of the returning faculty member's salary for the year, as recomputed, shall be as high or higher than the salary of the new hire, then his/her salary shall be increased to the salary of the new hire.

Any such request for re-computation of a returning faculty member's salary shall be made within forty-five (45) days of the date that the Board of Governors approves the appointment of the new hire. Any increase in salary computed under this policy shall take effect on the salary commencement date of the new hire.

(Adopted 8/21/79; Amended 12/15/15)