



STATE OF CONNECTICUT

BOARD OF TRUSTEES

FOR THE STATE COLLEGES

1280 ASYLUM AVENUE HARTFORD, CONNECTICUT 06105

RESOLUTION

concerning

Financial Adjustment for Vice Presidents for Administrative Affairs,
Deans of Academic Affairs and Deans of Administrative Affairs

May 10, 1974

WHEREAS, The Board of Trustees for the State Colleges of Connecticut determined that the salaries for the positions entitled Vice President for Administrative Affairs, Dean of Academic Affairs, and Dean of Administrative Affairs should be changed from salary group 34 to salary group 36, and

WHEREAS, In accordance with the provisions of Section 10-324 of the General Statutes, the Board has asked the Commission for Higher Education to comment and make recommendations regarding the proposed change from salary group 34 to salary group 36, and

WHEREAS, The Commission has suggested that it would be more fitting to place these positions in salary groups 34 and 35, and

WHEREAS, Further study has led the Board to believe that salary groups 35 and 36 are more appropriate for these positions, and

WHEREAS, The Commission is now in the process of reacting to the information which resulted from such further study by the Board, and

WHEREAS, Certain employees in these positions received no increment during the fiscal year 1973-1974 because they had previously reached the maximum step for their salary group, and

WHEREAS, Both the effective date of the proposed salary adjustments and the closing date for transactions of the current fiscal year are rapidly approaching, making it necessary for the Board of Trustees to act without delay; therefore, be it

RESOLVED,

1. That, should the Commission recommend a change from salary group 34 to salary groups 35 and 36 for any or all of the subject positions, the Board, exercising the authority provided in Section 10-109b of the General Statutes, declares that any or all of the subject positions for which the Commission has made such a recommendation shall be placed in salary groups 35 and 36.
2. That, should the Commission's recommendations not support the Board's proposal of salary groups 35 and 36 for any or all of the subject positions, (a) the Board will give the matter further consideration before determining its final action, and (b) in the meantime, exercising the authority provided in Section 10-109b of the General Statutes, the Board declares that, for each of the positions not supported by the Commission for salary groups 35 and 36, salary groups 34 and 35 are assigned.
3. That, persons employed in these positions who were otherwise eligible for salary increments but who were denied such increments because they reached the maximum steps in their salary groups prior to June 22, 1973, may receive the above financial adjustments effective October 12, 1973, in accordance with the guidelines in the addendum to this resolution, and, if at a step which is less than the maximum of the new salary group, may receive an increment of the new salary group effective June 21, 1974.
4. That, those persons who had not reached the maximum steps in their salary groups prior to June 22, 1973, may receive the above financial adjustments effective June 21, 1974 in accordance with the guidelines in the addendum to this resolution.
5. That, the foregoing statements notwithstanding, no person shall have his salary group advanced beyond the level in effect on the date of passage of this resolution and no person shall receive an adjustment to a higher salary level unless he is recommended for such advancement and salary adjustment by the appropriate College President. The present salary group shall be retained for those persons who are not granted an increase by virtue of this resolution.
6. That, the financial adjustments provided by this resolution shall be in addition to any general salary increase or cost-of-living adjustment granted to State employees by action of the 1974 General Assembly, and shall be in lieu of any salary increase authorized by any other Board policy except for those increases resulting from promotions.



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ADDENDUM

to

RESOLUTION #74-16 of May 10, 1974

concerning

Financial Adjustment for Vice Presidents for Administrative Affairs, Deans of Academic Affairs and Deans of Administrative Affairs

- 1. Should the conditions indicated in Section 1 of this resolution prevail, all eligible employees, who have not benefitted under Section 3 of this resolution, may be placed on that step which provides the immediately higher salary than the salary from which advanced, after augmentation by the amount of one increment of the higher salary group, except that a second increment of the higher salary group shall be added when the resulting increase in the annual salary rate would be less than the sum of an annual increment of the salary group from which advanced plus \$121.00. The maximum increase, including annual increments, shall not exceed those provided in the following table.

Present Salary

Salary Effective June 21, 1974

Vice-Presidents for Administrative Affairs, Deans of Administrative Affairs, Deans of Academic Affairs

Table with 3 columns: Present Salary, Transition (to), and Salary Effective June 21, 1974. Rows show salary group and step transitions for Vice-Presidents, Deans of Administrative Affairs, and Deans of Academic Affairs.

- 2. Should the conditions indicated in Section 1 of this resolution prevail, incumbents of the positions specified in the resolution, who fall within the provisions of Section 3 of the resolution, may be advanced as specified, and, if so advanced, shall be placed on the salary step which provides the immediately higher salary than the salary from which advanced,

except that, when the resulting annual rate of benefit shall be \$120.00 or less, an increment of the higher salary group shall be added. The maximum increase, including annual increments, shall not exceed those provided in the following table.

<u>Present Salary</u>	<u>Retroactive Increase</u> <u>Effective October 12, 1973</u>	<u>Effective</u> <u>June 21, 1974</u>
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Vice-Presidents for Administrative Affairs, Deans of Administrative Affairs, and Deans of Academic Affairs

Salary Group 34 Step 7	Salary Group 36 Step 5	Salary Group 36 Step 6
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1. Should the conditions indicated in Section 2 of this resolution prevail, all eligible employees, who have not benefited under Section 3 of this resolution, may be placed on that step which provides the immediately higher salary than the salary from which advanced, after augmentation by the amount of one increment of the higher salary group, except that a second increment of the higher salary group shall be added when the resulting increase in the annual salary rate would be less than the sum of an annual increment of the salary group from which advanced plus \$121.00. The maximum increase, including annual increments, shall not exceed those provided in the following table.

<u>Present Salary</u>	<u>Salary Effective June 21, 1974</u>
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Vice-Presidents for Administrative Affairs, Deans of Administrative Affairs, and Deans of Academic Affairs

Salary Group 34, Step 1	to	Salary Group 35, Step 1
Salary Group 34, Step 2	to	Salary Group 35, Step 2
Salary Group 34, Step 3	to	Salary Group 35, Step 3
Salary Group 34, Step 4	to	Salary Group 35, Step 4
Salary Group 34, Step 5	to	Salary Group 35, Step 5
Salary Group 34, Step 6	to	Salary Group 35, Step 6
Salary Group 34, Step 7	to	Salary Group 35, Step 7

2. Should the conditions indicated in Section 2 of this resolution prevail, incumbents of the positions specified in the resolution who fall within the provisions of Section 3 of the resolution, may be advanced as specified; and if so advanced, shall be placed on the salary step to which advanced, except that, when the resulting annual rate of benefit shall be \$120.00 or less, an increment of the higher salary group shall be added. The maximum increase, including annual increments, shall not exceed those provided in the following table.

<u>Present Salary</u>	<u>Retroactive Increase</u> <u>Effective October 12, 1973</u>	<u>Effective</u> <u>June 21, 1974</u>
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Vice-Presidents for Administrative Affairs, Deans of Administrative Affairs, and Deans of Academic Affairs

Salary Group 34 Step 7	Salary Group 35 Step 6	Salary Group 35 Step 7
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