



Ohio Administrative Code Rule 3358:5-5-24 Compensation philosophy.

Effective: March 18, 2015

(A) Through its mission, Clark state community college (hereinafter "CSCC" or the "College") seeks to provide access to high-quality education and related services that foster individual and community success. Through its guiding principles of learning, community, partnerships, innovation, and diversity, the college seeks to use the power of education to change people's lives.

To that end, the college relies on a team of dedicated employees who contribute to its success, through their knowledge, expertise, and adherence to its mission, vision, and principles. CSCC's compensation and program is designed to help the college achieve these goals, which are consistent with the basic compensation objectives of attracting qualified job candidates, motivating current employees to be more effective, and retaining employees that can contribute to short- and long-term success. To ensure that CSCC's compensation program is consistent with its direction and stated mission, the college has adopted this compensation philosophy.

(1) CSCC will strive to provide competitive compensation that supports its mission and recognizes the labor markets from which it draws talent, while helping to attract highly qualified individuals necessary to continue to serve the college, its students, and the community. The compensation program shall be sufficiently flexible in response to changing conditions such as market demands, organizational structure, and human capital needs.

(2) Total compensation may consist of a variety of components that are designed to provide value in exchange for performing job duties, contributing to organizational success, developing new skills, etc. Each component of total compensation will reflect individual and organizational performance, competitive conditions, and CSCC's overall financial situation.

(3) The college will maintain a salary structure that establishes a pay range for base salary for each position that reflects on the value of the position against similar organizations, while accounting for internal equity. This salary structure will be reviewed at a minimum of every five years.



(4) Benefits offerings will be targeted at the competitive market, based on the college's ability to maintain such benefits.

(5) From time to time, CSCC may implement various recognition awards (either monetary or non-monetary) that are intended to recognize behaviors and/or outcomes that are valued by the college and support the accomplishment of its business and strategic goals.

(6) The college strives to provide a quality, flexible, and supportive work environment with challenging career opportunities and the necessary resources to enhance growth in order to attract, retain, and motivate its qualified and experienced employees.

(7) The compensation program is governed and administered on the basis of merit, qualifications, and competence and is not influenced or in any manner affected by race, religion, national origin, color, sexual orientation, age, disability, marital status, status as covered veterans, or any other characteristics protected by federal, state, or local laws and regulations.

(8) CSCC will conduct all business in a moral and ethical fashion, and maintain the highest levels of personal conduct and professional standards.

(9) Clark state community college commits to this compensation philosophy. The board of trustees will provide the college with vision and goals regarding compensation benchmarks, and the college will be charged with identifying strategies to achieve these goals, based on financial resources available.