

**2.11.4 Kentucky Community and Technical College System
Policy on Salary Supplements* to KCTCS Employees
from Outside Sources**

KCTCS recognizes that the Board of Regents, in order to carry out its responsibilities, has been statutorily delegated the exclusive jurisdiction over salaries and compensation of KCTCS employees; and furthermore, that the Board of Regents is statutorily mandated to periodically evaluate the progress of every institution in KCTCS toward its mission and goals; and, in addition, that the Board of Regents has the statutory responsibility for holding officers and officials accountable for institutional missions and for progress on goals and objectives that are in accordance with the strategic agenda of each institution.

In order to fulfill its statutory duties and responsibilities, the Board of Regents reserves the right to review and approve all supplementary salary and compensation offered or provided to KCTCS employees by persons or entities outside KCTCS. From time to time, the Chair of the Board of Regents may, at his/her total discretion, call upon the KCTCS President to provide complete salary and compensation information regarding one or more KCTCS employees. This information may be evaluated by the Board to determine whether the salary supplements provided to KCTCS employees by outside persons or entities enhance progress toward the mission, goals, and objectives within the strategic agenda of the college and KCTCS. If the Board of Regents finds that the additional salary and compensation being received or offered is not enhancing progress and presents a true conflict of interest, then the Board may direct that the additional salary and compensation from the outside source or sources be forsaken by the employee. This policy shall not be used to force forfeiture of all additional salary and compensation paid to employees from outside sources. Salary supplements, which are deemed by the Board to benefit KCTCS in the furtherance of the approved institutional mission, goals, objectives, and strategic agenda, without a true conflict of interest, shall be approved by the Board of Regents.

* Salary Supplement -- Compensation under the Internal Revenue Code that must be included as gross income on individual tax returns and is compensation in addition to salary or compensation offered or received by a KCTCS employee for performance of his or her duties for KCTCS.

12-3-98

Date Approved by
KCTCS Board of Regents

Date of Last Review

Date of Last Revision
*(Include all dates in
chronological order)*

(SIGNED)

Chair, Board of Regents

12-3-98

Date

(SIGNED)

President, KCTCS