

**Approved By:** President

**Date Approved:** August 20, 2025

**Effective Date:** not available

1. **Summary:** This policy establishes requirements regarding compensation of employees.
2. **Rationale:** This policy is necessary to ensure consistent, compliant, and equitable compensation of employees.
3. **Entities Affected:** employees
4. **Definitions:** not applicable

5. **Policy:**

a. **Compensation Administration<sup>1</sup>**

The wage assigned each position is designed to compensate fairly each employee according to the experience, skills, and education required to perform the duties of the job. The process of assessing wage ranges will be administered by the VP of Finance. The placement of certain jobs within pay ranges will be assessed jointly with the President.

b. **Compensation Discussions**

Compensation decisions are based on multiple factors—including job responsibilities, experience, education, specialized skills, and market benchmarks—that may not be fully visible to others. Sharing pay information without this context can lead to misunderstandings or negatively impact team morale. Therefore, we ask employees to be mindful of how such discussions may affect workplace harmony and to approach them constructively and professionally.

Employees are legally permitted to discuss their own compensation and benefits. However, these conversations must be conducted respectfully and in a manner consistent with the College's standards of conduct, avoiding any form of harassment, discrimination, or behavior that disrupts operations or undermines a positive workplace culture.

c. **Payroll**

All employees are paid semi-monthly on the fifteenth (15th) day of the month and on the last day of the month. When payday falls on a Saturday, Sunday, or holiday, employees will be paid on the preceding workday.

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<sup>1</sup> Please note that faculty compensation is governed by different rules than those found in this section.

New employees who start in the middle of a pay period or employees who terminate in the middle of a pay period will be paid for actual hours worked, if hourly, and prorated based on an hourly rate if exempt or non-exempt.<sup>2</sup> Questions related to one's paycheck should be directed to the Director of Human Resources.

**d. Overtime<sup>3</sup>**

The Fair Labor Standards Act defines those employees who are entitled to overtime compensation, namely hourly and non-exempt employees. Exempt employees, as defined by the Act, are not eligible for overtime compensation.

Overtime is defined as time paid for hours in excess of forty (40) hours per week according to the following guidelines:

- All overtime must be authorized in advance by the supervisor. Unless overtime has been approved, employees should leave work at their normally scheduled departure time.
- Lunch hours do not count towards paid overtime.
- Overtime pay will be calculated in units of fifteen (15) minutes on a daily basis. It is the responsibility of employees to report accurately their hours worked each day. It is the responsibility of the supervisor to ensure that the employee is properly compensated.

The overtime rate will be one and one-half (1.5) times the normal hourly pay and will be paid in the pay period earned.

**d. Compensatory Time (Exempt Employees Only)<sup>4</sup>**

Criswell College recognizes that exempt employees may occasionally be required to work hours beyond their regular schedule due to unusual or time-sensitive institutional needs. While the Fair Labor Standards Act (FLSA) does not require overtime pay or compensatory time for exempt employees, the College may, at its discretion, provide additional paid time off as a professional courtesy.

Guidelines:

1. Eligibility – Only employees classified as exempt under the FLSA are eligible for discretionary compensatory time.
2. Approval – All compensatory time must be approved in advance by the employee's supervisor.
3. Basis for Award – Compensatory time may be granted for substantial additional hours worked in connection with special events, projects, or periods of unusual demand, and only when such hours are required by the College.
4. Use of Comp Time – Compensatory time should be used within a reasonable period, generally no later than 60 days after it is earned, unless otherwise approved by the supervisor.
5. Non-Accrual – Compensatory time for exempt employees is not an accrued benefit, does not carry over beyond the approved usage period, and is not paid out upon separation from employment.

This policy is intended to support a healthy work-life balance for exempt employees while maintaining flexibility to meet institutional needs.

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<sup>2</sup> Please note there are exceptions to this with faculty. For example, those doing independent studies are not paid until the end of the course.

<sup>3</sup> Please note that faculty compensation is governed by different rules than those found in this section.

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**e. Housing Allowance**

Employees who have been ordained, licensed, or commissioned to the gospel ministry and are serving in a ministerial capacity may be entitled to request a part of their salary as a Housing Allowance. It is the responsibility of the employee to ensure eligibility for a Housing Allowance based on the standards of the Internal Revenue Service. Each year, prior to January 1, eligible employees are to submit a Housing Allowance Form to the Human Resources Office listing the anticipated housing expenses for the coming calendar year. New employees who are eligible must fill out the Housing Allowance Form before the issuing of their first paycheck. If housing situations change during the year, employees may submit a revised Housing Allowance Form to the Human Resources Office. Any questions regarding eligibility should be directed to the employee's tax advisor.

In keeping with federal tax law, housing allowances may not be given or changed retroactively. Likewise, those claiming this allowance are not treated as employees of Criswell College for social security purposes, but rather are treated as self-employed. This means that the College is not responsible for the 7.65% social security tax as an employer, and the employee will be responsible for self-employment tax. Housing allowance designations must be approved by the College Board of Trustees and recorded in official minutes or formal record.

**f. Reimbursement of Business Expenses**

Criswell College will reimburse employees for all business-related expenses under the following guidelines. The plan is intended to eliminate any federal tax consequences to the employee.

**Travel Expenses**

Employees should obtain approval from their supervisor and consult with the institutional travel coordinator before committing to any travel expenses. To receive reimbursement for authorized business-related travel expenses, employees must complete an expense report with approval from their supervisor and turn it into the Business Office promptly. Employees should obtain a receipt on all expenditures that can be reasonably obtained, regardless of the amount.

**Travel Advances**

Travel advances may be requested at the Business Office. A Draft Request Form must be submitted that has been signed by the supervisor and approved by the Chief Financial Officer. The following guidelines must be remembered concerning advances:

- Proper approval must be secured as stated above.
- Travel advances cannot be issued more than thirty (30) days ahead of the trip.
- The amount must be in line with the nature of the trip.
- Expenditures must be documented with receipts and turned in on an expense report.
- Monies not expended must be reimbursed to the College within ten (10) working days after returning from the trip.

Failure to properly comply with these guidelines may trigger federal business reimbursement rules that will require the College to include the amount of the advance as part of the employee's taxable income.

**Automobile Expenses: Personal Cars**

Employees who use personal cars for authorized business purposes are entitled to mileage reimbursement. Such reimbursement will be requested on an expense report which is properly approved by the supervisor. Criswell College will pay the per-mile rate established by the federal government. The College's insurance policy provides secondary insurance to the employee's personal insurance. The employee's coverage is primary and must be exhausted before school coverage takes effect.

**Automobile Expenses: Rental Cars**

Employees who rent cars while on official business will be fully reimbursed upon submitting proper documentation. The insurance options on the rental should not be selected as the College has corporate coverage for both liability and physical damage. If required, a certificate of coverage can be obtained from the Business Office. The assigned vehicle must be driven by the employee except when sharing driving responsibilities on a business-related trip.

**Entertainment Expenses**

It will occasionally be necessary for employees, as part of their work responsibilities, to entertain donors, prospective employees and students, alumni, and other business guests. Reimbursement for these expenses must be made using an expense report which is approved by the supervisor. A receipt or credit card slip must be attached to the expense report, along with the federally required documentation: the purpose of the event, the names of those attending, the location where it was held, and the date it was held.

**Other Expenses**

Employees who purchase small items needed in their work are entitled to be reimbursed. An expense report must be submitted to the Business Office that has been signed by the supervisor and has the supporting receipts attached.

**6. Procedure:**

- a. **Implementation:** not applicable
- b. **Responsibility for Compliance:** Vice President of Finance and Advancement
- c. **Notification:** This policy will be posted on the College's website and will be published in its entirety or in summary in the College's *Employee Handbook*.
- d. **Policy Review:** This policy will be regularly reviewed according to the College's policy review procedure.

For the Office of the President only:

Policy version: 2.0	Policy number: 2.050
Related policies:	

Policy History

Version 1.0	Not Available
Version 2.0	August 20, 2025