

**APPROVAL OF SALARIES****Affiliated Employees**

The salaries of employees working under collective bargaining agreements shall be established as set forth in the collective bargaining agreements. Such salaries do not require further Board of Education approval.

**Non-Affiliated Employees**

Employees not working under collective bargaining agreements are referred to as “non-affiliated employees”.

An employee’s initial level of compensation shall be based on such factors as level of education, span of responsibility, number of employees supervised, discretion in making independent decisions, technical expertise, certification requirements, and industry standards.

Only non-affiliated employees at the Director level or above and non-affiliated employees at the assistant principal or above shall require Board of Education approval for their salaries at time of hire as well as for any specific salary increase proposed for them by the Superintendent of Schools.

The Superintendent shall establish the initial salary for other non-affiliated employees not mentioned above.

Annual salary increases, if any, shall be determined by the Board of Education, and will normally be effective July 1<sup>st</sup> of each year. Beginning with fiscal year 2014, approved salary increases will apply to non-affiliated employees who have received an acceptable annual performance review.

The salary of the Superintendent of Schools shall be established through an employment contract between the Superintendent of Schools and the Board of Education. This applies to the Superintendent’s initial salary as well as any subsequent increases in salary.

Board Approved: 04/09/2012

[Replaces POPPS 8226, 8226.2]