
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 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 1st 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.

Legal Reference:

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

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