

SHALER AREA SCHOOL DISTRICT

POLICY 328

SECTION: ADMINISTRATIVE EMPLOYEES
 TITLE: WAGE AND SALARY
 ADOPTED: March 18, 1998
 REVISED:

328. WAGE AND SALARY

1. Purpose

The Board believes that a thorough and effective school system is vital in providing the best educational program for the pupils of the district and the taxpaying citizens who support the public schools.

The Board strongly supports the concept that a thorough and effective school system can only exist if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good management relies on the abilities of persons to perform the responsibilities of the positions for which they were hired.
2. Authority

Act 93 of 1984
 SC 1164

It is therefore incumbent on the Board to pursue a plan of compensation, under the Act 93 Agreement or individual contract, based upon responsibility and performance, which will provide fair and adequate financial incentive for all management personnel.
3. Delegation of Responsibility

To accomplish this commitment, the Board directs that such a compensation plan be implemented. This implementation shall be the responsibility of the Superintendent.
4. Definition

For purposes of this policy, school administrators shall be defined as any employee of the school district below the rank of Superintendent or Assistant Superintendent but including the rank of first level supervisor, who by virtue of assigned duties is not in a bargaining unit of public employes as created under Act 195 (Public Employee Relations Act). This definition shall not apply to anyone who has the duties and responsibilities of a Director of Business Affairs or a Director of a Human Resources.

All principals shall be included under the administrative compensation plan.

5. Guidelines

The plan shall include:

1. A description of the program for determining administrative salaries.
2. Salary amounts and/or salary schedules or scales.
3. A list of fringe benefits to be provided to administrators.

The compensation will be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.

The plan shall include a description for determining administrative compensation, based on the performance based appraisal system.