

Book	Policy Manual
Section	300 Employees
Title	Compensation Plans/Salary Schedules
Code	328
Status	Active
Legal	<a href="#">1. 24 P.S. 1164</a> <a href="#">2. 24 P.S. 1075</a> <a href="#">3. 24 P.S. 1077</a> <a href="#">4. 24 P.S. 1089</a> <a href="#">5. 24 P.S. 1141-1152</a> <a href="#">6. 24 P.S. 1162</a> <a href="#">7. 24 P.S. 406</a> <a href="#">8. 24 P.S. 1149</a>
Adopted	February 24, 2020

### **Authority**

The Board shall approve compensation plans, individual contracts and salary schedules for administrative, professional and classified employees.

The administrative compensation plan shall be determined through a good faith, meet and discuss procedure with designated administrators upon written request of a majority of district administrators.[\[1\]](#)

Salary schedules approved by the Board shall be in accordance with those specified in applicable collective bargaining agreements and/or Board resolutions.

Salary schedules shall be used to set compensation for new and inexperienced employees and for experienced employees new to the district, and salary adjustments that result from earning advanced degrees while employed by the district or required by law.[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)[\[7\]](#)

### **Delegation of Responsibility**

Implementation of the administrative compensation plan, individual contracts, collective bargaining agreements and Board resolutions regarding employee salaries shall be the responsibility of the Superintendent.

The Superintendent is authorized to credit past experience of a candidate when determining salary.[\[8\]](#)

Replaced Policy 5202.1 - Professional Employee Experience Credit for Salary Placement originally adopted 3-8-71 and revised 3-26-01 and 4-26-11