

SALARY DETERMINATION

Date Adopted 9/26/79

Date Revised 5/18/87

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328 SALARY DETERMINATION

1. Purpose

The Line Mountain School District Board of School Directors 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 Line Mountain School District Board of School Directors 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

It is, therefore, incumbent on the Line Mountain School District Board of School Directors to pursue a plan of compensation, 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 of School Directors of Line Mountain School District directs that such a compensation plan shall be implemented. This implementation shall be the joint responsibility of the Superintendent and School Board.

4. Definition

For the purposes of this policy, school administrators shall be defined as any administrative employee of the school district below the rank of 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). The Business Administrator can be referenced in the district's overall plan, but this position is not included within the definition of "school administrator" under Section 1164. All principals and Support Services Administrators 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 the appropriate administrators.