

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

The Superintendent shall recommend an annual compensation plan for all District employees. The compensation plan may include wage and salary structures, stipends, benefits, and incentives. [See also DEAA] The recommended plan shall support District goals for hiring and retaining highly qualified employees. The Board shall review and approve the compensation plan to be used by the District. The Board shall also determine the total compensation package for the Superintendent. [See BJ series]

Pay Administration

The Superintendent shall implement the compensation plan and establish procedures for plan administration consistent with the budget. The Superintendent or designee shall classify each job title within the compensation plan based on the qualifications, duties, and market value of the position.

Annualized Salary

The District shall pay all salaried employees over 12 months in equal monthly or bimonthly installments, regardless of the number of months employed during the school year. Salaried employees hired during the school year shall be paid in accordance with administrative regulations.

Pay Increases

The Superintendent shall recommend to the Board an amount for employee pay increases as part of the annual budget. The Superintendent or designee shall determine pay adjustments for individual employees, within the approved budget following established procedures.

*Mid-Year Pay
Increases*

Contract
Employees

A contract employee's pay may be increased after performance on the contract has begun only if authorized by the compensation plan of the District or there is a change in the employee's job assignment or duties during the term of the contract that warrants additional compensation. Any such changes in pay that do not conform with the compensation plan shall require Board approval. [See DEA(LEGAL) for provisions on pay increases and public hearing requirements]

Non-Contract
Employees

The Superintendent may grant a pay increase to a noncontract employee after duties have begun because of a change in the employee's job assignment or to address pay equity. The Superintendent shall report any such pay increases to the Board at the next regular meeting.

Pay During Closing

The Board finds that there is a public purpose served by giving administrative discretion to the Superintendent to make paid leave determinations when the District's schools are closed due to weather event, emergency, or natural disaster.

In the event of school closure due to weather event, emergency, or natural disaster for which the workdays are not scheduled to be

COMPENSATION AND BENEFITS
COMPENSATION PLAN

DEA
(LOCAL)

made up at a later date, the Superintendent shall determine whether employees should be compensated for the lost workdays based on a full or partial rate of pay, subject to the availability of budgeted funds. The Superintendent shall take into consideration the severity of the weather event or other interruption and its impact on the District and its employees and shall make such necessary regulations to assure that a public purpose is served by the expenditure. [See EB]

If the Superintendent closes the District due to a state of emergency, it may be determined that certain nonexempt employees in essential roles be asked to work. Any employee who is authorized to work during a designated District state of emergency shall receive emergency pay in addition to his or her regular paycheck. The emergency rate of pay for each authorized hourly employee shall be determined by the Superintendent based on the severity of the event and shall be subject to the availability of funds. Emergency pay shall be accumulated and disbursed to the employee in a separate pay check.