

Book	Policy Manual
Section	300 Employees
Title	Compensation Plans/Salary Schedules
Code	328
Status	Active
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### **Authority.**

The Joint Operating Committee shall approve compensation plans, individual contracts and salary schedules for administrative, professional, project, and support employees.

The compensation plans shall be determined through a good faith, meet and discuss procedure with designated administrators upon written request of a majority of administrators.[\[1\]](#)[\[2\]](#)

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

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

### **Delegation of Responsibility**

Implementation of compensation plans, individual contracts, collective bargaining agreements and Joint Operating Committee resolutions regarding employee salaries shall be the responsibility of the Administrative Director.

The Administrative Director is authorized to credit past experience of a candidate when determining salary.[\[5\]](#)

Legal	1. 24 P.S. 1164
	2. 24 P.S. 1850.1
	3. 24 P.S. 1089
	4. 24 P.S. 1141-1152
	5. 24 P.S. 1149