

EPHRATA AREA SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: COMPENSATION PLANS/
SALARY SCHEDULES

ADOPTED: December 18, 2006

REVISED: December 15, 2014

328. COMPENSATION PLANS/SALARY SCHEDULES	
1. Authority	<p>The Board shall approve compensation plans, individual contracts and salary schedules for administrative, professional and support employees.</p>
SC 1164	<p>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.</p> <p>Salary schedules approved by the Board shall be in accordance with those specified in applicable collective bargaining agreements and/or Board resolutions.</p>
SC 406, 1075, 1077, 1089, 1141-1152, 1162, 1164	<p>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.</p>
2. Delegation of Responsibility	<p>Implementation of the compensation plans, individual contracts, collective bargaining agreements and Board resolutions regarding employee salaries shall be the responsibility of the Superintendent.</p>
SC 1149	<p>The Superintendent is authorized to credit past experience of a candidate when determining salary.</p>
	<p>References:</p> <p>School Code – 24 P.S. Sec. 406, 1075, 1077, 1089, 1141-1152, 1162, 1164</p>