



PERSONNEL

Compensation

The district recognizes the need to provide for equitable and competitive wages and benefits for all its staff in order to employ high caliber personnel throughout the system. The district also recognizes that compensation and benefit programs must encourage excellence and promote high levels of performance. Further, the district recognizes its obligation under the state’s collective bargaining statutes to negotiate in good faith for wages and benefits with the duly authorized representative of employee groups as provided by law. To that end the following guidelines shall serve as the basis for decisions regarding compensation:

1. Certificated Salaries

Staff under contract to the district shall be paid according to current staff salary schedules.

The district shall adopt annual salary schedules and reproduce the same by printing, mimeographing or other reasonable method, which shall be the basis for salaries of staff in the district.

2. Classified Salaries

Classified staff shall be placed on the approved wage and salary schedule according to their classification.

3. Administrative Salaries

The board will establish and follow salary schedules for administrative staff based upon professional preparation, experience and position. When appropriate, such salary schedules will be consistent with the terms of applicable collective bargaining agreements.

4. Military, Peace Corps or Vista Service Credit

In accordance with state law and regulations regarding experience credit, the superintendent may grant limited increment credit for service in the military, Peace Corps or Vista service or professional employment, providing such service interrupted the staff member’s actual teaching career. For purposes of credit, one-half or more of a year of service shall be counted as a full year.

The superintendent, or his/her designee, shall be responsible for the development of regulations and procedures required to implement this policy.

Legal References: RCW 28A.405.200 Annual salary schedule as basis for salaries for certificated employees

WAC 392-121-200 Definition—Certificated years of experience
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