

Personnel – Certified/Non-Certified

**Compensation and Related Benefits for Non-Bargaining Unit Employees
(Excluding Superintendent and Directors)**

Each spring the Superintendent shall submit to the Amity Regional School District No. 5 (ARSD) Board of Education (Board) recommended salaries of all employees not covered by collective bargaining agreements. The recommendations by the Superintendent shall be based on four (4) factors:

1. employee performance evaluations;
2. prevailing wages and salaries of personnel occupying similar positions in the geographical area;
3. contractual settlements with various Board bargaining units;
4. individual salary adjustments necessary to maintain an appropriate wage or salary spread among personnel.

The Board shall review the Superintendent's recommendations and, based on the four factors listed above, vote on the wages or salary of these employees.