

Management, Supervisory and Confidential Personnel

Salary Guides

The citizens of this community are interested in attracting and maintaining a qualified, competent staff to educate their children. The Board of Education recognizes the importance of an attractive salary schedule and sound salary policies in securing and holding a competent staff.

All administrative personnel entering the school District shall be placed on the salary schedule based upon training and experience. There shall be a separate salary schedule for administrators and for teachers.

The salary schedule shall contain a class or position title and a number of steps which provide salary increments for service and professional growth within each class. Advancement shall be made on the basis of evidence of professional growth.

The Board shall work cooperatively with the staff in matters involving the formulation, amendment or repeal of salary provisions for school personnel. The Board shall make the final decision on salary provisions.

For those members of the staff who are a part of a bargaining unit, only the exclusive representative can bargain over salaries. Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

Salary guides for employees covered by an employee agreement may be found in the current agreement and are available on the District website. Salary guides for other personnel may be inspected at the District office and are also available on the District website.

The Board shall determine the frequency and schedule of salary payments, including whether payments for employees who work less than 12 months per year will be made over the course of the school year or in equal installments over the calendar year. (Education Code 45038, 45039, 45048, 45165) In the event of any payroll error, repayment for leadership employees shall follow the process and procedures provided in the bargaining agreements for other certificated or classified employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.

In extraordinary circumstances or emergency situations, the Board may determine to continue to compensate employees during periods of extended closure or disruption of normal District operations when permitted by law and consistent with collective bargaining agreements and memoranda of understanding.

Legal Reference:

EDUCATION CODE

45022-45061.5 Salaries, especially:

45023 Availability of salary schedule

45028 Salary schedule for certificated employees

45127-45133.5 Classified employees; work week; overtime provisions

45160-45169 Salaries for classified employees

GOVERNMENT CODE

3540-3549 Meeting and negotiating, especially:

3543.2 Scope of representation

3543.7 Duty to meet and negotiate in good faith

LABOR CODE

226 Employee access to payroll records

232 Disclosure of wages

CODE OF REGULATIONS, TITLE 8

11040 Wages and hours; definitions of administrative, executive, and professional employees

UNITED STATES CODE, TITLE 26

409A Deferred compensation plans

UNITED STATES CODE, TITLE 29

201-219 Fair Labor Standards Act, especially:

203 Definitions

207 Overtime

213 Exemptions from minimum wage and overtime requirements

CODE OF FEDERAL REGULATIONS, TITLE 26

1.409A-1 Definitions and covered plans

CODE OF FEDERAL REGULATIONS, TITLE 29

516.4 Notice of minimum wage and overtime provisions

516.5-516.6 Records

541.0-541.710 Exemptions for executive, administrative, and professional employees

553.1-553.51 Fair Labor Standards Act; applicability to public agencies