

A. W. BEATTIE CAREER CENTER

SECTION: EMPLOYEES
 TITLE: COMPENSATION AND SALARY SCHEDULES
 ADOPTED: December 9, 1999
 FIRST READING: March 28 2019
 REVISED AND APPROVED: April 25, 2019

| 328. COMPENSATION AND SALARY SCHEDULES | |
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| <p>1. Authority</p> <p>SC 1089, 1141, 1152, 1164, 1850.1</p> | <p>The Joint Operating Committee shall approve all compensation, individual contracts and salary schedules for administrative, professional and support employees in a manner that supports the fiscally sound operation of the Career Center.</p> <p>Salaries approved by the Joint Operating Committee shall be in accordance with those specified in applicable collective bargaining agreements, individual contracts, approved action items, and/or Joint Operating Committee resolutions.</p> <p>Salary guidelines shall be used to set compensation for new and inexperienced employees and for experienced employees new to the Career Center, and salary adjustments that result from earning advanced degrees while employed by the Career Center or required by law.</p> |
| <p>2. Delegation of Responsibility</p> <p>SC 1149</p> | <p>Implementation of an administrative compensation plan, individual contracts, collective bargaining agreements, approved action items and Joint Operating Committee resolutions regarding employee salaries shall be the responsibility of the Executive Director.</p> <p>The Executive Director is authorized to credit past experience of a candidate when determining salary.</p> |
| <p>3. Guidelines</p> | <p><u>Supplemental Contracts - Professional Employees</u></p> <p>Supplemental contracts shall be awarded to professional employees on an annual basis. Such contracts shall be awarded in addition to regular contracts and shall not be included in the provisions of tenure law. Supplemental contracts may be discontinued or altered as needed.</p> <p>The Executive Director shall be responsible for establishing specifications which outline the duties of personnel who may be considered for supplemental contracts by the Joint Operating Committee. Once a position is approved for supplemental contracting, the position shall be filled on an annual basis along with an remuneration for the position.</p> <p>The salary or wages to be associated with supplemental contracts shall be determined by the Joint Operating Committee or as stipulated in the collective bargaining agreement.</p> <p>References:</p> <p style="text-align: center;">School Code - 24 P.S. Sec. 1089, 1141-1152, 1164, 1850.1</p> |