

LOCALLY FUNDED STAFF SALARY INCREASES

The Indian River School District is committed to recruiting, developing, and maintaining high quality district and building-level employees. Locally-funded salaries for employees shall reflect the significant and varied responsibilities that are assumed by district and building-level employees.

Any and all 100% locally established salary scales are established at the sole discretion of the Indian River School District.

- Each 100% locally established salary scale shall only be modified by an affirmative vote of the Indian River School District Board of Education.
- As a 100% locally established salary scale, any State of Delaware salary policy adjustments shall have no impact on this scale.
- The Indian River School District and the Indian River School District Board of Education shall have the sole discretion in establishing any prerequisite experience and/or training requirements to qualify for initial hiring of any and all 100% locally established positions.
- The initial first step on every 100% locally established salary scale shall reflect the first year of employment in the district and/or in that specific 100% locally funded position.
- Any state or local off-scale payment (i.e. one-time bonus stipends) shall be passed through to individual employees on 100% locally established salary scales in the same manner and amounts as the corresponding pass through to 12-month teaching positions.
- Any state or local off-scale payments shall NOT increase any 100% locally-funded salary scale.

The IRSD Policy Committee shall review this policy annually to determine if it shall recommend any policy modifications to the Board of Education for its consideration and adoption.

If there is a need to modify, add and/or delete any rules in this policy, the following steps shall occur:

- The Superintendent or their designee shall present the recommendations to the Policy Committee.
- The Policy Committee shall make a recommendation to the entire Board of Education at its next regularly scheduled board meeting,
- The entire Board of Education shall review, discuss and vote on the recommendations.

If an unforeseen situation arises that requires immediate action and the specific circumstances are not clearly addressed by this policy, or if the wording in this policy is open to multiple interpretations, the need for clarification shall be discussed with the entire Board at the next scheduled Board meeting.

All 100% locally-funded salary scales and this policy shall be located on the district website and shall be regularly updated as required.

Approved 6/28/21