

## COMPENSATION

### A. Represented Employees

The district will compensate employees represented by an authorized bargaining representative under the applicable collectively bargained salary schedule, which the board must approve.

### B. Non-Represented Employees

The superintendent or designee will establish salary schedules for non-represented employees and present the schedules to the board for approval. For certain positions, like the superintendent or other district-level administrators, the compensation will be established by individual employment contracts.

### C. Reproduction of Annual Salary Schedules for Certificated Employees

The district will reproduce the annual salary schedules for all certificated employees approved by the board through a reasonable method, like printing.

#### Legal References:

- RCW 28A.400.205 State inflationary increases for employees—"Inflationary adjustment index" defined
- RCW 28A.405.200 Annual salary schedule as basis for salaries for certificated employees

#### Management Resources:

- 2023 – July Issue
- Policy News*, December 2005 Addition to Certificated Staff Course Options

Adoption Date: March 10, 2000

Revised Date: January, 2010; Jan 24, 2024