

MANAGEMENT, SUPERVISORY AND CONFIDENTIAL PERSONNELManagement Team Employees, Compensation and Related Benefits

- A. The compensation of each Management Team employee who receives a successful evaluation shall be determined by the appropriate placement on the applicable salary schedule approved by the Board. The salary for each Management Team, support and confidential position will be predicated on the following criteria:
1. The position classification will be evaluated and allocated to the appropriate compensation ratio.
 2. Any recommendation for an increase to be applied to the salary schedules will be formulated in relation to each of the following goals:
 - a. To maintain an equitable position on a comparative basis to attract qualified candidates and retain competent employees
 - b. To ensure compensation appropriate for the levels of duties, responsibilities, experiences and training required
 3. As directed by the Board, salary surveys may be conducted to gather data for comparable positions. Any Management Team employee may present information to the Superintendent for consideration by the advisory committee composed of representatives from each group of Management Team employees
- B. The Board will determine the annual salary for the Superintendent who is not placed on the adopted management salary schedule. The Board will determine the salary for special positions.
- C. Upon approval by the Board, the district will provide full-time Management Team employees and eligible dependents with fully paid health, prescription, dental and vision insurance coverage. Prescription coverage for employee only. The district shall contribute an amount not to exceed \$300 per month

*Legal Reference:**EDUCATION CODE**22148 Retirement**35014 Adoption of rules by governing board**35161 Powers and duties of government board*

Policy adopted: 5/14/02