

# GOVERNANCE POLICIES OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

## BG 4.10 EMPLOYEE RECLASSIFICATION

(1) The Superintendent shall bring to the Board a quarterly informational report detailing the activities of the Compensation Review Committee and the Compensation Appeals Committee meetings. The report shall provide :

- (a) the titles of the positions considered for reclassification;
- (b) the names of the incumbents in the positions;
- (c) salary ranges of the positions before and after the reclassification; and
- (d) the rationale for any reclassification of a position.

(2) The Superintendent shall also report to the Board the employee's name, the employee's prior salary, the employee's new salary, and the rationale for the salary increase in situations where the salary increase is more than:

- (a) ten percent, if the position is reclassified three or more grades higher;
- (b) eight percent, if the position is reclassified two grades higher; or
- (c) four percent, if reclassified one grade higher.

History: Adopted 4-25-96; Revised 08-25-05, 10-29-15; Reaffirm 11-18-21

Legal Ref.: W.S. 63.53; 119.18(10); 119.32(5); 119.40

Cross Ref.: Bd. Gov. Policy 4.09 Compensation and Benefits  
4.11 Salary Increases/Decreases  
Admin. Policy 6.20 Contracts, Employee Benefits, and Compensation Plans  
6.21 Salary Schedules: Staff  
Admin. Procedure 6.20 Contracts, Employee Benefits, and Compensation Plans  
6.21 Salary Schedules: Staff

Monitoring: Internal report by the Superintendent to the Board on the activities of the compensation administration committee.

Frequency: Quarterly

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