

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: WAGE AND SALARY

ADOPTED: June 20, 1994

REVISED: May 22, 2002

# FAIRVIEW SCHOOL DISTRICT

328. WAGE AND SALARY	
1. Purpose	The Board of School Directors strongly supports the concept that a thorough and effective school system can only exist if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good management relies on the abilities of persons to perform the responsibilities of the positions for which they were hired.
2. Authority	It is, therefore, incumbent on the Board to pursue a plan of compensation, based upon responsibility and performance, which will provide fair and adequate financial incentive for all management personnel.
3. Delegation of Responsibility SC 1150, 1151, 1164	To accomplish this commitment, the Board directs that such a compensation plan be implemented. This implementation shall be the responsibility of the Superintendent.
4. Definition	<p>For purposes of this policy, <b>school administrators</b> shall be defined as any employee of the school district including the Superintendent or Assistant Superintendent, and first level supervisors, who by virtue of assigned duties is not in a bargaining unit of public employees as created under Act 195 (Public Employee Relations Act). This definition shall not apply to anyone who has the duties and responsibilities of a business manager or a personnel director.</p> <p>All principals shall be included under the administrative compensation plan.</p>
5. Guidelines	<p>The plan shall include:</p> <ol style="list-style-type: none"> <li>1. Salary increases shall be determined by the Fairview School District Administrative Salary Schedule AP 328.1.</li> <li>2. A list of fringe benefits to be provided to administrators.</li> </ol>

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The compensation will be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.

The plan shall include a description for determining administrative compensation.