

# UPPER BUCKS COUNTY AREA VOCATIONAL TECHNICAL SCHOOL

SECTION: EMPLOYEES

TITLE: COMPENSATION PLANS/  
SALARY SCHEDULES

ADOPTED: November 20, 2008

REVISED:

<p>328. COMPENSATION PLANS/SALARY SCHEDULES</p>	
<p>1. Authority SC 1089, 1141-1152, 1164 1850.1</p> <p>SC 1164</p>	<p>The Joint Operating Committee shall approve compensation plans, individual contracts or salary schedules for administrative, professional and/or support employees.</p> <p>The administrative compensation plan shall be determined through a good faith, meet and discuss procedure with designated administrators upon written request of a majority of administrators.</p> <p>Salary schedules approved by the Joint Operating Committee shall be in accordance with those specified in applicable collective bargaining agreements and/or Joint Operating Committee resolutions.</p> <p>Salary schedules shall provide for determination of beginning salaries for new and inexperienced employees; beginning salaries for experienced employees new to the school; and salary adjustments that result from earning advanced degrees while employed by the school or required by law.</p>
<p>2. Delegation of Responsibility</p> <p>SC 1149</p>	<p>Implementation of the administrative compensation plan, individual contracts, collective bargaining agreements and Joint Operating Committee resolutions regarding employee salaries shall be the responsibility of the Administrative Director.</p> <p>The Administrative Director is authorized to credit past experience of a candidate when determining salary.</p> <p>References:</p> <p>School Code – 24 P.S. Sec. 1089, 1141-1152, 1164, 1850.1</p>