

The superintendent annually develops and implements uniform salary schedules, for professional and classified personnel, involving the exclusive representative organization if required. Negotiated salaries exclude administrators, exempt supervisors, and time/task increments beyond positional salaries. Salaries are developed for a specified year, and there shall be no expectation that any schedule will be continued into a succeeding year, nor that incremental increases can be sustained.

The actual number of days and/or hours to be included in a particular year will be designated either on the salary schedule or within the negotiated agreement for that year.

Professional personnel working beyond the normal school year may qualify for professional leave to attend summer school or other professional advancement sessions, provided that approval is granted by the superintendent prior to attendance at the session. Personnel are required to contribute to the Educational Retirement Act and to the Federal Social Security System. Exceptions by virtue of the temporary nature of duties or because of other factors such as part-time service exclusions may be made only in accordance with State and Federal rule.

Should a discharge or termination occur during a school year, the employee shall receive only that portion of the yearly salary which corresponds to the portion of the work year completed. This will be determined by taking the daily rate of the salary and multiplying it by the number of days worked until the terminal date of employment. The difference between what has already been paid in salary and what is due will then be the final payment to the employee. When applicable, hourly computations are authorized.

Work schedules for twelve-month employees during school holidays such as the Christmas vacation and spring recess will be determined by the superintendent.