



Section: CLASSIFIED EMPLOYEES
Title: SALARY AND WORKING PERIODS
Adopted: February 20, 1996
Revised: August 21, 2007

	517. SALARY AND WORKING PERIODS	
<p>1. Purpose</p> <p>2. Authority</p> <p>3. Guidelines</p>	<p>The Joint Operating Committee believes that a thorough and effective school system is vital in providing the best educational program for the pupils of the school and the taxpaying citizens who support the school.</p> <p>It is therefore incumbent on the Joint Operating Committee to pursue and implement a plan of compensation, based upon responsibility and performance, which will provide fair and adequate financial incentive for all classified personnel.</p> <p>Working periods have been established as part of this policy: Unless otherwise specified in a CBA, normal hours are established by the Administrative Director during the academic year with provision for changes or reduced holiday/summer schedules as approved by the Director. The annual calendar specifies work days. Schedules are reviewed and updated as required.</p> <p>Salary ranges and specific working periods for each position have been established as part of this policy. They are updated annually as part of the compensation process.</p> <p>The Administrative Director is authorized to award credit for past experience of a new applicant for initial placement on the salary range.</p>	