

SPRINGFIELD TOWNSHIP SCHOOL DISTRICT

SECTION: EMPLOYEES

TITLE: COMPENSATION PLANS/
SALARY SCHEDULES

ADOPTED: March 18, 2014

REVISED:

328. COMPENSATION PLANS/SALARY SCHEDULES	
1. Authority	The Board shall approve compensation plans, individual contracts and salary schedules for administrative, professional, confidential, and support employees.
SC 1164	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 district administrators.
	Salary schedules approved by the Board shall be in accordance with those specified in applicable collective bargaining agreements and/or Board resolutions.
SC 406, 1075, 1077, 1089, 1141-1152, 1162, 1164	Salary schedules shall be used to set compensation for new and inexperienced employees and for experienced employees new to the district, and salary adjustments that result from earning advanced degrees while employed by the district or required by law.
2. Delegation of Responsibility	Implementation of the administrative compensation plan, individual contracts, collective bargaining agreements and Board resolutions regarding employee salaries shall be the responsibility of the Superintendent.
SC 1149	The Superintendent is authorized to credit past experience of a candidate when determining salary.
	References: School Code – 24 P.S. Sec. 406, 1075, 1077, 1089, 1141-1152, 1162, 1164