

Tyrone Area School District

TITLE: WAGE AND SALARY

ADOPTED: MAY 11, 2004

REVISED:

| 328. WAGE AND SALARY | |
|--------------------------------|--|
| 1.Purpose | <p>The Board believes that a thorough and effective school system is vital in providing the best educational program for the pupils of the district and the taxpaying citizens who support the public schools.</p> <p>The Board 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.</p> |
| 2.Authority | <p>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.</p> |
| 3.Delegation of Responsibility | <p>To accomplish this commitment, the Board directs that such a compensation plan be implemented. This implementation shall be the responsibility of the Superintendent.</p> |
| 4.Definition | <p>For purposes of this policy, school administrators shall be defined as any employee of the school district below the rank of Superintendent, Assistant Superintendent and Business Administrator.</p> <p>All middle management employees shall be included under the Act 93 plan.</p> |
| 5.Guidelines | <p>The plan shall include:</p> <ol style="list-style-type: none"> 1. A description of the program for determining administrative salaries. 2. Salary amounts and/or salary schedules or scales. 3. A list of fringe benefits and other conditions of employment. <p>The compensation will be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.</p> |