

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: COMPENSATION PLAN

ADOPTED:

REVISED:

SENECA VALLEY SCHOOL DISTRICT

328. COMPENSATION PLAN	
1. Purpose	The Board strongly supports the concept that a thorough and effective school system can exist only if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good management relies on the abilities of administrators to perform the responsibilities of the positions for which they were hired.
2. Authority SC 1164	It is therefore incumbent on the Board to pursue a plan of compensation, based upon responsibility and performance, that will provide fair and adequate financial incentive for all management personnel. To accomplish this commitment, the Board directs that such a compensation plan be implemented.
3. Delegation of Responsibility	Implementation of the administrative compensation plan shall be the responsibility of the Superintendent.
4. Guidelines	<p>Salaries of all administrative personnel shall be revised annually consistent with the terms specified in the administrative compensation plan.</p> <p>The compensation plan shall be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.</p> <p>It is the policy of the district to maintain a compensation plan designed to:</p> <ol style="list-style-type: none"> 1. Contribute to attainment of organizational objectives and to the economic, social and psychological satisfaction of all personnel. 2. Attract and retain personnel capable of performing effectively in the position to which they are assigned. 3. Equal or exceed compensation levels prevailing in other school districts in the area. 4. Compensate all personnel equitably in proportion to the effectiveness with which they perform the services for which they are employed. 5. Relate salaries and wags to the value of the work of the organization.

