

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: WAGE AND SALARY

ADOPTED: November 9, 1995

REVISED: January 11, 2007

# Palmyra Area School District

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 or Assistant Superintendent but including the rank of first level supervisor, who by virtue of assigned duties is not in a bargaining unit of public employees as created under Act 195 (Public Employee Relations Act). This definition shall not apply to anyone who has the duties and responsibilities of a Director of Business Affairs or a personnel director.</p> <p>All principals shall be included under the administrative compensation plan.</p>
5. Guidelines	<p>The plan shall include:</p> <ol style="list-style-type: none"><li>1. a description of the program for determining administrative salaries</li><li>2. salary amounts and/or salary schedules or scales</li></ol>

3. a list of fringe benefits to be provided to administrators.

The compensation will be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.

The plan shall include a description for determining administrative compensation, based on an evaluation plan.