



Section ADMINISTRATIVE EMPLOYES

Title WAGE AND SALARY

LACKAWANNA TRAIL SCHOOL DISTRICT

Adopted

Revised

# Lackawanna Trail School District

	328. WAGE AND SALARY		1
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1. Purpose	The Lackawanna Trail Board of Education 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.		5
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2. Authority	It is incumbent on the Lackawanna Trail Board of Directors to pursue a plan of compensation, based upon responsibility and performance, which will provide fair and adequate financial incentive for all management personnel.	SC 1142 1144, 1149 1151, 1164	11
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3. Delegation of Responsibility	To accomplish this commitment, the Board of Directors of Lackawanna Trail School District directs that such a compensation plan shall be implemented. This implementation shall be the responsibility of the Superintendent.		19
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4. Definition	For purposes of this policy, school administrators shall be defined as any employe 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 employes as created under Act 195 (Public Employe Relations Act). This definition shall not apply to anyone who has the duties and responsibilities of a business manager or a personnel director.		25
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5. Guidelines

All principals shall be included under the administrative compensation plan.

The plan shall include:

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 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.

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