

Salary

The Management Team and Confidential Employee salary schedules shall be reviewed annually by the Board. Proposed changes in the salary structure and/or increases may be initiated by the Management and/or Confidential employees through the Superintendent or individual Board Members.

Work year and job title designation are as follows:

Management

<u>Work Year</u>	<u>Position</u>
224	Director of Educational Services
219	Director of Categorical Programs and Testing
224	High School Principal
215	Middle School Principal
209	Elementary School Principal
209	Alternative Education Principal
209	High School Assistant Principal
199	Middle School Vice Principal
199	High School/Middle School Learning Directors & Counselor
215	District Psychologist
12 Months	Administrative Assistant
12 Months	Chief Business Officer
12 Months	Director of Maintenance, Operations and Transportation
199 Days	Food Service Director

Confidential

<u>Range</u>	<u>Work Year</u>	<u>Position</u>
9	12 Months	Secretary to Superintendent
8	12 Months	Human Resource Specialist
7	12 Months	Payroll Specialist
7	12 Months	District Attendance Analyst

When the requirements of the job necessitate the presence of Management Team Members at meeting outside the normal requirements of the job, the Superintendent may authorize a commensurate amount of time off as long as the administrator's absence will not interfere with the normal operation of his/her area of responsibility. Attendance at Board meetings are excluded from this consideration.

Confidential employees will be paid according to their salary schedule as approved by the Board. The work schedule for Confidential employees is based upon an eight (8) hour day and 40 hour week. Confidential employees will also be paid for holidays as established by the Board. Time worked beyond eight (8) hours per day or 40 hours per week, and time worked on weekends and holidays is considered to be overtime. All overtime work must be approved in advance by the supervisor.

Confidential employees will receive overtime compensation at the rate of one and one-half times their normal amount. This may be taken as compensating time off or actual pay as determined mutually by the employee and his/her supervisor.