

Personnel

EMPLOYEE COMPENSATION

In order to recruit and retain employees committed to the District's goals for student learning, the Governing Board recognizes the importance of offering a competitive compensation package which includes salaries and health and welfare benefits.

The Board shall adopt separate salary schedules for certificated, classified, and management/supervisory/confidential personnel. These schedules shall comply with law and negotiated agreements and shall be printed and made available for inspection at the district office. Salary scheduled for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

The Superintendent or designee shall ensure that the District's payroll system complies with all applicable laws and bargaining agreements, including, but not limited to, timelines regarding payment of compensation and deductions of dues for employee organizations.

(cf. 4121 – Temporary/Substitute Personnel)

(cf. 4141 – Collective Bargaining Agreement)

Legal Reference:

EDUCATION CODE

44492-44494 Mentor teacher stipends

44977 Salary deductions during absence

45022-45061 Salaries especially:

45023 Availability of salary schedule

45028 Salary schedule for certificated employees

45030 Salary schedule for substitutes

45032 Power of governing board to increase salaries

45160-45169 Salaries for classified employees

45268 Salary schedule for classified service in merit system districts

GOVERNMENT CODE

3540-3549 Meeting and negotiating, especially:

3543.2 Scope of representation

3543.7 Duty to meet and negotiate in good faith

Adopted: October 9, 1997

Revised: 12/17/08

WEST SONOMA COUNTY UHSD

Sebastopol, California