

NORTH PENN SCHOOL DISTRICT

School Board Policy

2510

ADMINISTRATION

Reference: Administrative Regulation #2510

Compensation System for Administrators

The board will provide a written administrative compensation plan that addresses administrative salaries and benefits and promotes an atmosphere in which the board and administrators can work together as a management team.

Basic elements of the Act 93 Administrative Compensation Plan are job evaluation, performance appraisal, and annual salary review. It is the intent of the board to provide salaries for administrative employees which are:

Competitive — Salary levels will, on the average, be consistent with salary levels for similar work in area school districts, taking into account where appropriate, differences in school district pupil enrollments. Salaries for all administrative employees should generally be competitive both externally and internally.

Equitable — Impartial administration ensures that administrative employees receive equal and fair salary consideration. It also provides a consistent framework throughout the organization for making salary decisions.

Consistent with Act 93 of 1984, the Administrative Compensation Plan applies to all administrative employees of the district exclusive of the Superintendent, the Assistant Superintendent, the Director of Business Administration, and the Director of Human Resources. Although excluded from the Compensation System for Administrators by Act 93, the annual job evaluation, performance appraisal, and annual salary review for the Superintendent, the Assistant Superintendent, the Director of Business Administration, and the Director of Human Resources shall be implemented according to the same procedures described herein for those administrators within the system.

In accordance with Act 93, Meet and Discuss sessions with the board shall be available when requested in writing by a majority of administrators. Such sessions shall be scheduled at mutually agreeable times and shall be confined to items relating to administrative compensation and working conditions.

Policy:

Adopted: May 19, 1977
Amended: November 16, 1988
Reviewed: November 21, 1991
Amended: September 24, 2009
Amended: October 20, 2016