

GDB - CLASSIFIED STAFF CONTRACTS AND COMPENSATION PLANS

The Board will establish the salaries for the classified staff, including secretarial staff, teacher assistants, custodians, maintenance, and cafeteria workers.

In establishing salaries for classified staff personnel, the Board will take into account the responsibilities of the position, the qualifications needed, past experience of the individual, and years of service in the district. Compensation and benefits will be designed to be competitive with those for comparable positions elsewhere in the area.

Annual increments will be dependent upon the employee's satisfactory performance in the position. Advancement from one step to another will require the superintendent's recommendation and Board approval. The percent of pay increase is usually the same amount as that which is negotiated with the Hyde Education Association for the certified staff.

All employees will be paid on the 20th of each month except for August. In August teachers will be paid on the 15th day. If the regular pay day falls on a day when school is not in session, employees will receive their checks on the previous work day. The hourly rate of pay for part-time and substitute personnel will be set by the Board.

Adopted: July 13, 2009