

**Compensation**

**Salary Schedules**

The Superintendent, with input from staff members, will prepare salary schedules annually for all non-administrative employee groups. These schedules will be submitted to the Board of Education for approval. (See also Policy 4131 - Extra Duty and Extended Duty Contracts.) Salary recommendations for all administrators will be prepared and submitted to the Board annually. Administrative salaries will be based upon a variety of factors including, educational preparation, years of service within the District, and within public education, years of service as an administrator at each administrative level, years of service within the District, regional comparisons to similar districts, number of contracted days, administrative responsibilities, and salaries of other District administrators within category – building and central office. Consideration will be given to administrators’ previous salary for all newly hired administrators.

**Hard-to-Staff Schools**

The Board of Education may utilize a differentiated placement on the District’s salary schedule to increase compensation and to facilitate recruiting and retention of teachers in hard to staff subject areas and hard to staff schools. No modifications will result in the demotion of any teacher on the salary schedule. The Board of Education will take action on the District’s salary schedule after all schedule differentiations have been made.

**Definitions**

“*Hard-to-Staff Schools*” - attendance centers in which the percentage of certificated positions that were left vacant or were filled with a teacher not fully qualified in the prior academic year exceeds ten (10%) percent as reported to DESE.

“*Hard-to-Staff Subject Areas*” – Content areas for which positions were left open or were filled with a teacher not fully qualified in the prior academic year, as reported to DESE.

**Reporting**

The District when using differentiated placement on the salary schedule under this Policy will annually report to DESE as follows:

1. The salary schedule adopted by the District.
2. The number of positions filled by teachers placed on the salary schedule for hard-to-staff subject areas.
3. The number of positions filled with teachers placed on the salary schedule for hard-to-staff schedules.

4. The number of steps and additional compensation that teachers with differentiated placement received for the school year.
5. Any other relevant information requested by the department.

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