

## FAIRFIELD AREA SCHOOL DISTRICT

### SUPPORT STAFF COMPENSATION

4230

4230.1 General

The Board strongly supports the concept that a thorough and effective school system relies in part on the support offered by non-instructional services. Well prepared tasty food, clean facilities, safe transportation, and efficient secretarial assistance, all contribute to the education of the District's students.

The Board has an obligation to provide compensation which will provide fair and adequate financial incentive.

4230.2 Applicability

Employees covered by this policy shall be all non-professional employees including the Food Service Director and the Director of Building and Grounds.

4230.3 The Superintendent shall be responsible for the implementation of such a plan.

4230.4 Compensation Plan

The plan shall include both salary and hourly support personnel who are employed on either a full-time or part-time basis, and shall give consideration to the following:

- a. Various levels of employees according to skill requirements, length of work day, and responsibility.
- b. Entry salaries for each level for an appropriate probationary period.
- c. A range of salary expectations for each level.
- d. Additional salary for years of service.
- e. Fringe benefits.

4230.5 Evaluation

An evaluation program will be developed that includes performance evaluation in a way that affects on the determination of additional compensation. Each employee shall be evaluated a minimum of two (2) times annually.

Revised September 27,1999 (Effective July 1, 1999)