

**Spectrum Charter School
4369 Northern Pike
Monroeville, PA 15146
Board of Trustees Policy**

EMPLOYEE SALARY DETERMINATION POLICY 328

The Board of Trustees ("Board") shall provide for the preparation, maintenance and revision of a position classification plan and of a pay plan for all of the Spectrum Charter School ("Charter School") employees.

The salary guide of the Charter School shall provide for the determination of beginning salaries for all employees by classification. Classification shall include:

- A) Administrative;
- B) Instructional - including teachers, counselor, nurse, psychologist, therapists (speech, occupational/ physical therapist, etc.), specialist teacher;
- C) Instructional Support staff - including Teacher Support Assistant, Classroom aides, etc.; and,
- D) Operational Support staff - including secretaries, office clerks, etc.

Salary increments for all employees shall be based on employee performance and may include variable percentage or fixed increases as determined by the Board. The Board shall, at the earliest possible date, adopt and publish a pay plan for all employees.

TO THE EXTENT THAT ANYTHING IN THIS POLICY COULD BE CONSTRUED TO CONFLICT WITH THE CHARTER OR APPLICABLE STATE AND/OR FEDERAL LAWS, THE APPLICABLE STATE AND/OR FEDERAL LAWS AND/OR CHARTER CONTROL.

ADOPTED this _____ day of _____, 20__

President

Secretary