

# SOUTHEASTERN GREENE SCHOOL DISTRICT

SECTION: ADMINISTRATIVE  
EMPLOYEES

TITLE: **COMPENSATION PLAN**

ADOPTED: November 15, 2011

REVISED:

|  | 328. COMPENSATION PLAN   |
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| 1. Purpose                             | <p>The Board believes that a thorough and effective school system is vital in providing the best educational program for the pupils of the district and the taxpaying citizens who support the public schools.</p>   |
|  | <p>The Board strongly supports the concept that a thorough and effective school system can exist only if the day-to-day management of the schools is entrusted to dedicated and competent persons. Good management relies on the abilities of administrators to perform the responsibilities of the positions for which they were hired.</p>   |
| 2. Authority<br>SC 1150, 1151,<br>1164 | <p>It is therefore incumbent on the Board to pursue a plan of compensation, based upon responsibility and performance, that will provide fair and adequate financial incentive for all management personnel. To accomplish this commitment, the Board directs that such a compensation plan be implemented.</p>  |
| 3. Definition                          | <p>For purposes of this policy, administrator shall be defined as any employee of the school district below the rank of Superintendent or Assistant Superintendent but including the rank of first level supervisor who, by virtue of assigned duties, is not in a bargaining unit of public employees. This definition shall not apply to anyone who has the duties and responsibilities of a Business Manager or a Personnel Director.</p> |
| 4. Delegation of<br>Responsibility     | <p>Implementation of the administrative compensation plan shall be the responsibility of the Superintendent.</p>   |
| 5. Guidelines<br>SC 1164               | <p>The compensation plan may include:</p> <ol style="list-style-type: none"> <li>1. Description of the program for determining administrative salaries.</li> <li>2. Salary amounts or salary schedules.</li> <li>3. List of fringe benefits.</li> </ol> <p>The compensation plan shall be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.</p>                     |

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| <p>School Code<br/>1089, 1150, 1151,<br/>1164</p> | <p>The plan may include a description for determining administrative compensation.</p> <p>All principals shall be included under the administrative compensation plan.</p> |
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