

**LUZERNE
INTERMEDIATE
UNIT #18**

**SECTION: LUZERNE INTERMEDIATE
UNIT EMPLOYEES**

TITLE: COMPENSATION PLAN

ADOPTED: NOVEMBER 20, 2002

REVISED: JUNE 18, 2014

328. COMPENSATION PLAN	
1. PURPOSE	The Board strongly supports the concept that a thorough and effective educational system can exist only if the day to day management of the intermediate unit 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.
2. DEFINITION	For the purposes of this policy, administrators shall be defined as any employee of the Intermediate Unit below the rank of Executive Director or Assistant Executive Director but including the rank of first level supervisor, who by virtue of assigned duties is not a member of the bargaining unit of public employees as created under Act 195 (Public Employees Relations Act). This definition shall not apply to anyone who has the duties and responsibilities assigned under a personal services contract.
3. AUTHORITY SC 1150, 1151, 1164	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.
4. DELEGATION OF RESPONSIBILITY	Implementation of the administrative compensation plan shall be the responsibility of the Executive Director.
5. GUIDELINES	<p>The individual contracts and the compensation plan may include:</p> <ol style="list-style-type: none"> 1. Description of the program for determining administrative salaries. 2. Salary amounts or salary schedules. 3. List of fringe benefits. <p>The compensation plan shall be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.</p>
School Code 1089, 1150, 1151, 1164	

--	--

