

SECTION: PROFESSIONAL EMPLOYEES

TITLE: SALARY DETERMINATION AND PAY PERIODS

ADOPTED: October 17, 2000

REVISED:

AVON GROVE SCHOOL DISTRICT

428. SALARY DETERMINATION AND PAY PERIODS	
1. Purpose	There shall be a salary guide in the current collective bargaining agreement for employees of the district that shall be applied according to this policy.
2. Authority SC 1142, 1144	The salary guide of the district shall provide for the determination of beginning salaries for new and inexperienced employees of the district, determination of beginning salaries for experienced employees who are new to the district, and determination of salary adjustments, if any, that may be occasioned by the earning of advanced degrees while employed by the district or that may be required under law.
3. Delegation of Responsibility	<p>The Superintendent shall attempt, but is not obligated to place new employees on the appropriate step on the salary schedule commensurate with the employee's Experience. When placement is made the following will be taken into account:</p> <p style="padding-left: 40px;">the availability of other qualified candidates; and</p> <p style="padding-left: 40px;">budgetary considerations at that time.</p>
4. Guidelines	<p><u>Pay Periods</u></p> <p>There are twenty-six (26)* pay periods each fiscal year. All employees will receive pay every other Friday. These dates will be publicized at the beginning of each school year.</p> <p>If a payday should fall on a holiday, the date of the payday for that period will be the previous day. Paychecks for paydays that may come during vacations will be available at the business office for pickup. Those checks not picked up will be distributed at the schools on the next workday.</p>

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<p>School Code 1142, 1144, 1149</p>	<p>An alternative twenty-two (22)* pay period option is offered each year for employees to receive payments through the school term only. This option does not provide payments during the summer.</p> <p>* In certain years the calendar will dictate that there will be 27 pay periods and 23 pay periods respectively.</p>
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