

## **Salary Schedules**

### Management Positions

1. The base salary maximums for management positions less additives shall be evaluated yearly.
2. The Management Salary Committee shall consist of 13 representatives as follows:

four from the central office representing various levels of management and including at least one classified manager;

one year-round elementary principal,

one traditional elementary principal,

one middle school principal,

one high school principal,

one counselor,

one psychologist,

two from the supervisory group including one from central office and one from the field,

one from confidential group

The chairperson shall be selected by the committee. Representatives shall be selected by their respective groups.

3. The Management Salary Committee shall meet in October of each year and set a schedule of meetings. The committee may also request the gathering of comparative salary data on positions other than benchmark positions.
4. All salary data will be the responsibility of the Division of Human Resources and data shall be gathered, analyzed and provided to the Management Salary Committee.
5. Petitions for salary adjustments or classification changes shall be made to the Division of Human Resources on appropriate forms, then sent to the Management Salary Committee with supportive data provided by the Division of Human Resources.
6. After reviewing all salary proposals presented, the committee shall adopt a recommendation for each proposal. Votes on policies and proposals require a quorum of seven voting members. The committee shall also adopt recommendations based upon their evaluation of comparative salary data.

7. The committee chairperson shall present the committee's recommendations and rationales to the Superintendent's Cabinet in the spring of each calendar year; the Division of Human Resources recommendations shall also be presented.

8. The Superintendent or designee, following review of the committee's and Division of Human Resources recommendations, will determine the salary adjustments and/or reclassifications to be recommended to the Board.

9. The Division of Human Resources will ensure that appropriate performance evaluations have been completed and considered before reclassifications will be recommended to the Superintendent or designee for recommendation to the Board.

10. Changes in the Management Salary Schedule require approval by the Board. The Division of Human Resources shall notify each petitioner of the outcome of this process.

Regulation FRESNO UNIFIED SCHOOL DISTRICT

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