

PERSONNEL: 4.0

POLICY: 4.9

SALARY POLICY – EMPLOYEES

The Muhlenberg School Board recognizes its obligation to abide by the provisions of labor agreements resulting from the collective bargaining process. The Board recognizes its obligations to give consideration to those employees who have chosen not to or legally cannot affiliate with any formal labor organization.

Policy: 4.9  
Adopted: 3/16/83  
Amended:

SALARY POLICY – EMPLOYEES

At necessary and appropriate times all homogeneous groups of employees will be considered with regard to possible adjustments and modifications in salary, fringe benefits, and conditions of employment. Certain inherent conditions exist which make it difficult to treat all employee groups in an identical manner. However, it is the desire of the School District to treat all employee groups in a fair manner consistent with current philosophies and procedures of employee relations.

General employee groupings are as follows:

1. Organized Employees

- A. As of this date, certain employee groups are formally organized in accordance with the rights granted by the Pennsylvania Public Employees Relations Act. These groups are or will be covered by a Labor Agreement arrived at through the collective bargaining process.
- B. The salary, fringe benefits and conditions of employment for each of these employee groups will be as set forth in their Labor Agreement. Conditions may vary from contract to contract.

2. Unorganized Employees

- A. This section includes all unorganized groups of employees who are not affiliated with any formal labor organization.
- B. Recommendations concerning salary increases and/or improvements in fringe benefits for these employees shall be made annually by Administration. Such recommendations will take into consideration improvements granted organized employees as well as similar practices in surrounding school districts as reported in Intermediate Unit surveys.

3. Administrative Employees

- A. All general administrators and central office administrators except the Superintendent are included in this group.
- B. Increases for administrators will be granted according to the Administrative Management by Objectives Appraisal System (AMOAS) plan. A committee comprised of Board members, central office, and general administrators (AMOAS Task Force) will determine the formula for distributing allotted funds to each administrator according to his performance in meeting approved objectives and every day responsibilities.

- C. The percentage increase in salary to be used in the AMOAS formula will be determined by the Board.
- D. The AMOAS Task Force shall make recommendations to the Board regarding fringe benefits and conditions of employment.

Administrative Procedures: 4.9  
Adopted: 3/16/83  
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