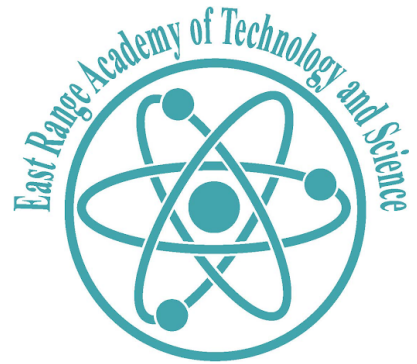


Board Policy
427

Salary Augmentation



Adopted: 10-01-2018

I. PURPOSE

To recruit and retain highly qualified staff, East Range Academy of Technology and Science attempts to offer competitive salaries, benefits, and compensation to all employees. Due to budget constraints while planning for each fiscal year, some compensation amounts cannot be certain until several months into the year. When the school spends responsibly and/or enrolls a higher number of students than predicted, these actions increase the school's fund balance above budgetary projections, creating discretionary monies. The School Board and Director can choose to spend part of these monies on salary augmentation administered to staff, supplementing their contractual compensation. This policy sets forth guidelines on how salary augmentation shall be distributed.

II. STATEMENT OF POLICY

It is at the sole and total discretion of the School Board as to whether there is any augmentation payment, the amount, and the timing. Note the augmentation amount will be the same for all staff members, unless performance measures dictate otherwise. These performance measures must be approved by the Board, and the Director must inform employees of these performance measures by October 1 or within one month of hire.

It should not be assumed that past payments have established a pattern for future payments. In other words, there is no guarantee of any augmentation.

III. ELIGIBILITY FOR THE AUGMENTATION

Staff must have been employed at East Range Academy during the previous school year(s) when these compensation funds were accrued due to hard work on the part of employees and certified through the ending financial position of the school, unless the augmentation is based on performance measured in the current fiscal year. Any employee who does not receive any fringe benefits from East Range Academy and is working on a per-hour contract basis is not eligible for this augmentation. Part-time staff, defined as working less than thirty (30) hours per week on average, are also eligible for an augmentation set by the Board. This category will also include staff members currently employed at the school who do not meet the employment requirement for the previous school year(s) above.

Employees who terminate their employment before December 1 of the current school year are not eligible for any portion of the augmentation for that period.