

# Board Policy

Code No. 412.1

## CLASSIFIED EMPLOYEE COMPENSATION

The Board will determine the compensation to be paid for classified employees who are not covered by a collective bargaining agreement, keeping in mind the education and experience of the classified employee, the educational philosophy of the school district, the financial condition of the school district and any other considerations as deemed relevant by the Board.

It shall be the responsibility of the Superintendent to make a recommendation to the Board annually regarding the compensation of classified employees outside a bargaining unit.

*Legal Reference:* Iowa Code §§ 20.1, .4, .7, .9; 279.8 (2009).

*Cross Reference:* 411.3 *Classified Employee Letter of Assignment*  
412.2 *Classified Employee Wage and Overtime Compensation*

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