

## **COMPENSATION**

### **A. Represented Employees**

The district will compensate employees represented by an authorized bargaining representative under the applicable collectively bargained salary schedule, which the board must approve. Staff who choose not to participate in their available association shall receive the same compensation as is collectively bargained for the same or similar position within the association.

### **B. Non-represented Employees**

The superintendent or designee will establish salary schedules for non-represented employees and present the schedules to the board for approval. In establishing salary schedules, the superintendent or designee will comply with any requirements regarding inflationary increases. For certain positions, like the superintendent or other district-level administrators, the compensation will be established by individual employment contracts.

### **C. Reproduction of Annual Salary Schedules for Certificated Employees**

The district will reproduce the annual salary schedules for all certificated employees approved by the board through a reasonable method, like printing.

Legal References:                     RCW 28A.400.205 State inflationary increases for employees—  
  “Inflationary adjustment index” defined

  RCW 28A.405.200 Annual salary schedule as basis for salaries for  
  certificated employees

Management Resources:       2023 – July Issue

  Policy News, December 2005 Addition to Certificated Staff Course  
  Options

**Revision Date: October 23, 2023**  
**Adoption Date: January 21, 2003**  
**College Place School District No. 250**