

STAFF PERSONNEL

Code No. 406.1

Policy Title: **LICENSED EMPLOYEE COMPENSATION**

The board shall establish compensation for licensed employees' positions keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board annually regarding employee compensation. The base wages of licensed employees are subject to review and modification through the collective bargaining process.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8

Cross Reference: 405 Licensed Employees - General
406.2 Licensed Employee Compensation Advancement

Approved: September 23, 1998
Reviewed: January 16, 2002
Reviewed: December 21, 2011
Reviewed: January 20, 2016
Revised: November 13, 2018