

EMPLOYEE COMPENSATION

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

The Superintendent is responsible for the implementation of this policy.

Policy: 2.1
Adopted:.....09/12/78
Amended:.....03/11/86
 02/13/90
 05/11/93
 05/13/97
 11/13/01
 06/10/08

PERSONNEL 2.0

SALARY FOR EMPLOYEES

I. Organized Employees – Centennial Education Association

The salary, fringe benefits and conditions of employment for organized employee groups shall be as set forth in their respective labor Agreements.

II. Non-Represented Employees

Recommendations concerning salary and/or fringe benefits for non-represented employees shall be made by the Board Labor Relations Committee for submission to the full Board. Such recommendations shall take into consideration salary and/or benefits granted organized employees.

III. Deferred Teacher Compensation (IRS Section 409 (A))

The School District shall make all legally or contractually required withholdings or deductions in accordance with law and shall not defer compensation except when allowed by applicable law and agreed upon by the School District through such things as the adoption of a proper plan or policy or through contract. When allowed by applicable law and agreed upon by the School District, all applicable legal conditions for deferral must be fulfilled by the employee and the employee must complete those forms, elections or defer all agreements as may be required by the School District. A “ten month” employee shall be paid as he or she works and in accordance with the School District’s normal payroll cycles, unless he/she files an irrevocable election form in accordance with School District and legal requirements for payment over 12 months.