

Article IX.A.3.d. ~~Placement on Salary Schedule~~ Salary Levels and Stipends

A. Statement of Purpose

It is the intent of the Board of Education of Granite School District to pay wages and salaries that shall enable the District to secure and retain qualified personnel. Human Resources, under the direction of the Superintendent, is responsible for implementing this policy.

BA. Statement of Policy

~~All beginning secretaries will normally be placed on step one of the appropriate lane of the salary schedule.~~

~~Former District secretaries who are rehired may be granted up to full step credit on the salary schedule for previous contract experience in the District.~~

~~New secretaries (or secretaries changing to a different job classification) with confirmed outside experience in a comparable job may be granted up to one step credit on the salary schedule for each two years outside experience, to a maximum of four credited years.~~

~~Such granting of step credit or failure to grant step credit by the Human Resources office is a reflection of the current job market and not necessarily the abilities and experience of the applicant.~~

1. ~~The teacher salary schedule and the p~~Placement of teachers~~employees on the salary schedule is dictated by applicable the P~~professional A~~greements between the Board of Education of the Granite School District and the designated employee group. Granite Education Association.~~

2. ~~All other contract and hourly employees shall not subject to a professional agreement shall beginning secretary employees will normally be placed on the appropriate salary schedule according to Human Resources policies and procedures:(Human Resources Policies Manual)–New contract employees shall normally be placed on step one of the appropriate lane of the salary schedule subject to the following.~~

~~Former District employees who are rehired may be granted up to full credit on the salary schedule for previous contract experience in the District.~~

a. ~~New Secretary e~~New contract employees (or employees changing to a different job classification) with confirmed outside experience in a comparable job may be granted up to one step credit for each two years of outside experience, to a maximum of three years credit, and placed on step four steps on the salary schedule. Verification of experience must be provided within 30 days of the employees' contract start date.

3. When there is a shortage of qualified candidates for a specific position, additional credit ~~beyond the four three steps~~ may be allowed by Human Resources for verified experience with approval of the Superintendent.
43. An employee who wishes to change a job assignment into a lower job classification will be placed in the appropriate lane consistent with prior experience in the new job category. Step placement will remain at the same step currently held in the higher lane.
54. ~~When an employee administrator or middle manager is promoted, to a higher paid position, he/she~~ the employee will be placed on the step of that salary schedule ~~lane~~ that provides an increase ~~an amount~~ consistent with amounts negotiated by employee groups and consistent with Human Resources policies and practices. ~~no less than 3% but closest to a 3% increase above to their current salary.~~ For promotions that occur on July 1, step credit (if available) will be applied to the prior administrative position before determining the applicable step placement. If an additional increase for cost of living is negotiated, this amount will be added to the established step/lane placement.
65. With the approval of the Superintendent, stipends may be applied to individual positions as the district deems necessary. Stipends are always temporary and may ~~b~~e discontinued for any reason or no reason.

REFERENCES

Granite School District Human Resources Policy Manual

HISTORY:

Revised February 2022: Combined with Article IX.A.1.u., IX.A.2.c., IX.A.2.g., IX.A.3.q., IX.A.5.b.