

Non-represented Groups Compensation

The achievement of the district's mission is, to a large degree, dependent upon the leadership skill and commitment of its management team. The Yakima School District must recruit, support, and maintain a diverse management workforce with exemplary talent, work ethic and dedication to all students. In as much as the members of the non represented groups, such as management team, exempt, and operational support group, are not represented by a formal bargaining entity and serve as an extension of the superintendent in carrying out the management and operational activities of the school district, the district recognizes the need to provide operational procedure for guiding fair, equitable and competitive wages and benefits for its non-represented groups in order to employ high caliber personnel throughout the organization. The district also recognizes that compensation and benefits programs encourage excellence and promote high levels of performance.

To that end, the superintendent, in conformance with direction established by the Board of Directors, supports the following principles as the basis for decisions regarding compensation of the district's non-represented groups:

1. **Salary Competitiveness.** The superintendent shall be responsible for making recommendations to the board regarding compensation for the non-represented groups (management, exempt, and operational support group) that assure competitiveness in the appropriate marketplace. The market comparison for the Yakima School District is predominantly state school districts with ten thousand to twenty thousand (10,000-20,000) or more students having similar demographics and levels of complexity as the Yakima School District.
2. **Salary Benchmark.**
 - 2.1 **Management Team.** To achieve the district's commitment of ensuring that students reach the highest academic achievement, the district recognizes the building principal position as critical in meeting this vision. The responsibility level, aptitude, skills, working conditions, and expectations of the principal position reflect the quintessential management team position. As such, the high school principal position represents an appropriate benchmark for determining fair and equitable compensation within management team's salary schedule.
 - 2.2 **Exempt.** For the purposes of this operational procedure, the salary for members of the exempt group will be based on the average salary for like positions in similar-sized school districts.
 - 2.3 **Operational Support Group.** For the purposes of this operational procedure, the salary for members of the operational support group will be based on the average salary for like positions in similar-sized school districts.
3. **Comparability Study.** A market study for management team, exempt, and operational support group shall be undertaken every two (2) years to assure comparability and competitiveness with school districts with ten thousand to twenty thousand (10,000-20,000) or more students having similar demographics and levels of complexity as the Yakima

School District. Adjustments to maintain competitiveness will be effective July 1 for management team and September 1 for exempt and the operational support group.

- 3.1 Management Team.** The comparability study will collect data on the position of high school principal from the selected districts. Once the average high school principal's salary is determined, the management team salary schedule is then indexed off of the high school principal salary. Adjustments to maintain comparability based on the study will be effective July 1.
- 3.2 Exempt and Operational Support Group.** The comparability study will collect data on the respective positions found in the exempt and the operational support group. Once the average salary is determined for the respective positions, the salary schedule will be adjusted. Adjustments to maintain comparability based on the study will be effective September 1.
4. **Compensation Incentives.** In addition to basic salary schedules, compensation incentives shall be considered for preparation, professional development and experience.

Cross References:

- (cf.: 5000 – Recruitment and Selection of Staff)
- (cf.: 5001 – Superintendent Recruitment and Selection)
- (cf.: 5002 – Principal Recruitment and Selection)
- (cf.: 5020 – Collective Bargaining)
- (cf.: 5021 – Application of Personnel Policies)
- (cf.: 5111 – Employment of Staff)
- (cf.: 5140 – Employment Contracts)
- (cf.: 5220 – Job Descriptions and Responsibilities)

Legal References:

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|-----------------|---|
| RCW 28A.85 | Sexual Equality |
| RCW 28A.400.310 | Law against discrimination applicable to district's employment practices |
| RCW 28A.640.020 | Regulations, guidelines to eliminate discrimination—Scope |
| RCW 49.60 | Law against discrimination |
| RCW 49.60.030 | Freedom from discrimination |
| RCW 49.60.180 | Unfair practices of employer defined |
| RCW 49.60.400 | Affirmative action, discrimination prohibited (I-2000) |
| WAC 162-22-050 | Unfair practice |
| WAC 392.200 | Employment discrimination |
| WAC 392-200-015 | Public school employment—Affirmative action program
Title IX of the Education Amendments of 1974 |

8 USC 1324a and 1324b (IRCA) Immigration Reform and Control Act of 1986

29 USC 706

42 USC 2000c – 2000c-9 Title VII of the Civil rights Act of 1964

42 USC 2000h – 2000h-6 Title IX Educational Amendments of 1972

42 USC 12101 – 12213 Americans with Disabilities Act

Executive Order 11246 Amended by Executive Order 11375

45 CFR 84 Sec. 504 –Vocational Rehabilitation Act of 1973

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