

**EMPLOYEE COMPENSATION**

In order to secure and hold staff committed to student learning, the Governing Board recognizes the importance of an attractive compensation package which includes salaries, health benefits and other amenities.

The Board shall adopt separate salary schedules for certificated, classified, and management / supervisory / confidential personnel. These schedules shall comply with law and negotiated agreements and shall be printed and made available for inspection at the District office. Salary schedules for staff who are not a part of a bargaining unit shall be determined by the Board at the recommendation of the Superintendent or designee.

*(cf. 4121 - Temporary / Substitute Personnel)  
(cf. 4141/4241 - Collective Bargaining Agreement)*

The Superintendent or designee shall ensure that the District’s payroll system complies with all applicable laws and bargaining agreements, including, but not limited to, timelines regarding payment of compensation and deductions of dues for employee organizations.

*(cf. 4140/4240 - Bargaining Units)*

*Legal Reference:*

EDUCATION CODE

- 44492-44494 Mentor teacher stipends*
- 44977 Salary deductions during absence*
- 45022-45061 Salaries, especially:*
  - 45023 Availability of salary schedule*
  - 45028 Salary schedule for certificated employees*
  - 45030 Salary schedule for substitutes*
  - 45032 Power of governing board to increase salaries*
  - 45160-45169 Salaries for classified employees*
  - 45268 Salary schedule for classified service in merit system districts*

GOVERNMENT CODE

- 3540-3549 Meeting and negotiating, especially:*
  - 3543.2 Scope of representation*
  - 3543.7 Duty to meet and negotiate in good faith*

Policy  
Adopted: September 11, 2000  
Revised: July 26, 2010

**BREA OLINDA UNIFIED SCHOOL DISTRICT**  
Brea, California