

ORANGE WINDSOR SUPERVISORY UNION

Royalton School Board

Instructional Support Staff Compensation

The Royalton Board of School Directors believes instructional support staff members make an important contribution to the education of the children and youth who attend the South Royalton School. The Board further maintains that appropriate compensation of the persons who fill these positions should reflect both their qualifications and the specific job responsibilities entailed in each instructional assistant's assignment. Accordingly, the Board shall establish a salary table annually giving compensation ranges for instructional assistants at varying educational and experience levels. Each year the board shall seek to establish the salary table in time for inclusion in the proposed annual budget. The Principal shall make recommendations for compensation within the established salary ranges for each instructional assistant based upon the nature and demands of the specific assignment. For employees with more experience than provided for in the salary table, the principal shall recommend to the board a salary that he deems appropriate for that individual and which is within the range allowed at the final step in the appropriate column for the person's level of education. Any raise granted is subject to satisfactory performance in the position. All contracts for instructional assistants shall specify their compensation both by the hour and year.

Date Reviewed: 11-5-02, 11-19-02, 1-7-03, 2-4-03

Date Warned: 4-3-03

Date Adopted: 4-15-03