

Salinas Union High School District

Certificated/Classified Management Personnel

Policy # 4351/4451

EMPLOYEE COMPENSATION

In order to secure and hold staff committed to student learning, the Governing Board recognizes the importance of an attractive compensation package that 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)

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

Adopted: 11/24/81

Renumbered from 4340: 2/3/92

Re-numbered and revised: June 22, 2004