

Personnel Compensation Guides and Contracts

The Board has designated four employee groups within the Bismarck Public Schools. The purpose of this policy is to define the make-up of each group and outline the process for developing and changing the personnel compensation guides and contracts for each of the four employee groups.

Administrators

The policies and procedures relative to administrative salary schedule advancement, placement on the schedule, fringe benefits and other compensation guides are contained in the current Negotiated Agreement with the administrators. Administrative positions are defined in the applicable negotiating unit petition.

Teachers

The policies and procedures relative to teacher salary schedule advancement, fringe benefits, extra duty pay, and other compensation guides are contained in the current Negotiated Agreement with the teachers. Employees subject to the negotiated agreement are defined in the applicable negotiating unit petition. Part-time teachers will be compensated pro-rata to full-time teachers.

Professional Support Staff

The policies and procedures relative to salary schedule advancement for professional support staff shall be as contained in the professional support staff salary schedule and Board policy. Fringe benefits, extra duty pay, and other compensation guides shall be as approved by the School Board and outlined in the Professional Support Staff manual and Board policy. Professional support staff are employees in positions which the school district determine are exempt from the Fair Labor Standards Act and are not covered under the Administrative or Teacher negotiated agreements.

Support Staff

The policies and procedures relative to salary schedule advancement for support staff employees shall be as contained in the support staff salary schedule and Board policy. Fringe benefits and other compensation guides shall be as approved by the School Board and outlined in the Support Staff manual and Board policy. Support staff positions are hourly positions which fall under the requirements of the Fair Labor Standards Act.