

## **Bigfork School District #38**

### **ADMINISTRATION**

**6142**

#### Administrative Salaries

The board will establish a system of compensation for administrative staff. Merit pay as a means to award excellence may be incorporated into the salary system for administrators and supervisors.

#### Superintendent:

The Superintendent's salary shall be negotiated by the Board Negotiation's Committee and the superintendent. A contract can be from one to three years in duration. The superintendent shall receive a fully paid group health care plan(s) as per the district group plan. The superintendent is entitled to the sick and vacation leave benefits under Title 2, Chapter 18, Part 6, MCA. Personal leave days and emergency leave may be granted but are not carried from year to year.

#### Principal(s) and Vice-Principal(s):

Principals' salaries shall be negotiated with the Board Negotiations Committee and the Superintendent. Principals should initiate negotiations by May 15<sup>th</sup> of each year by individually or collectively forwarding their proposal (s) to the Superintendent. The Superintendent shall make compensation recommendations to the negotiations committee based upon each principal's satisfactory performance of job responsibilities. The Negotiating Committee shall set a date and time to meet individually with each principal for purposes of negotiating compensation. Principals shall receive a fully paid group health care plan (s) as per the district group plan. Negotiations may include but are not limited to salary, sick leave, emergency leave, professional training and travel, and individualized benefits.

#### Policy History:

Adoption Date: September 18, 1997

Revision Date: July 20, 2004