

**NORTHERN
WESTMORELAND
CAREER AND
TECHNOLOGY CENTER**

SECTION: ADMINISTRATIVE
EMPLOYEES

TITLE: COMPENSATION PLAN

ADOPTED: October 20, 2011

REVISED:

328. COMPENSATION PLAN	
<p>1. Purpose</p>	<p>The Joint Operating Committee strongly supports the concept that a thorough and effective vocational technical program can exist only if the day-to-day management of the center is entrusted to dedicated and competent persons. Good management relies on the abilities of administrators to perform the responsibilities of the positions for which they were hired.</p>
<p>2. Authority SC 1150, 1151, 1164, 1850.1</p>	<p>It is therefore incumbent on the Joint Operating Committee to pursue a plan of compensation, based upon responsibility and performance, that will provide fair and adequate financial incentive for all management personnel. To accomplish this commitment, the Joint Operating Committee directs that such a compensation plan be implemented.</p>
<p>3. Delegation of Responsibility</p>	<p>Implementation of the administrative compensation plan shall be the responsibility of the Administrative Director.</p>
<p>4. Guidelines SC 1164</p>	<p>The compensation plan may include a description of the program for determining administrative salaries, salary amounts or salary schedules, and a list of fringe benefits.</p> <p>The compensation plan shall be determined through a good faith meet and discuss procedure, upon request, with appropriate supervisors and administrators.</p>
<p>School Code 1089, 1150, 1151, 1164, 1850.1</p>	