

SUPPORT STAFF CONTRACTS AND COMPENSATION PLANS

In establishing salaries and salary schedules for support staff personnel, the Superintendent will take into account competitive salary data, the responsibilities of the position, the qualifications needed, past experience of the individual, and years of service in the school department.

The rates of pay for personnel not covered by collective bargaining agreements will be set annually by the Superintendent and presented to the School Committee. The compensation plan for personnel covered by collective bargaining agreements will be set by negotiations with representatives of the appropriate collective bargaining unit.

Certain fringe benefits are established through negotiations with employee bargaining units. Because the committee wishes to be fair with all its employees, benefits granted to employees who are not members of a bargaining unit will be generally equal to those granted employees in similar positions that are covered by a negotiated agreement

LEGAL REF. M.G.L. 71:38

SOURCE: Littleton Policy

Adopted: April 6, 1995
Revised: December 4, 2003
Revised: January 17, 2013
Revised: November 21, 2013