

POLICY

Queen Anne's County Public Schools

EPS File Code:
BOE Resolution Number:

Policy Number:

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POLICY TITLE: Compensation		
ADOPTION/EFFECTIVE DATE: 4/5/2017	MOST RECENTLY AMENDED:	MOST RECENTLY REAFFIRMED:
POLICY/PROCEDURE MANUAL SUMMARY CATEGORY:		

A. Purpose

To establish a philosophy to guide the Board in compensation planning and administration.

B. Policy Statement

Queen Anne's County Public Schools administrators, faculty and staff compensation philosophy is to promote an atmosphere that attracts, motivates and retains high performing employees and provides support to the organizational mission of educating all students for success. We will seek to provide compensation that is competitive within the parameters of the Board of Trustees approved budget and complies with all state and federal regulations governing compensation practices.

Compensation for positions that are collectively bargained will be subject to the appropriate collective bargaining process and proposed through the Superintendent for Board approval. Compensation for executive, hourly and substitute positions will be recommended through the Superintendent for Board approval.

C. Rationale

This policy, as well as a forward looking relationship with the Association that represents most of our employees, is needed to plan compensation in advance of the annual budget process. Such planning will allow QACPS to maintain pace with the wages of neighboring counties.

D. Definitions

None

E. Implementation

The Superintendent shall develop and implement procedures that support the administration of this policy. Salary competitiveness will be evaluated based on relevant market data every two (2) years.

F. Evaluation

The Superintendent will provide the Board of Education a review of this policy by August 2019. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

G. References

Non-Discrimination Policy
Certificated and Non-Certificated Collective Bargaining Agreements

Board Approval Acknowledged By:

Mr. Gregory Pilewski, Secretary and Treasurer
Board of Education of Queen Anne's County

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Policy Action Dates					
ACTION	DATE	ACTION	DATE	ACTION	DATE

Responsibility for Policy Maintenance & References		
LAST EDITOR/DRAFTER NAME: Unknown		JOB POSITION OF LAST EDITOR/DRAFTER: Unknown
PERSON RESPONSIBLE:		JOB POSITION OF PERSON RESPONSIBLE:
DESIGNEE NAME: N/A		JOB POSITION OF DESIGNEE: N/A
REFERENCE 1 TYPE:	REFERENCE 1 NO.	REFERENCE 1 DESCRIPTION:
REFERENCE 2 TYPE:	REFERENCE 2 NO.	REFERENCE 2 DESCRIPTION:
REFERENCE 3 TYPE:	REFERENCE 3 NO.	REFERENCE 3 DESCRIPTION:
REFERENCE 4 TYPE:	REFERENCE 4 NO.	REFERENCE 4 DESCRIPTION:
REFERENCE 5 TYPE:	REFERENCE 5 NO.	REFERENCE 5 DESCRIPTION:
POLICY NUMBER PRIOR TO SEPTEMBER 2008:		

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