

**STAFF AND PERSONNEL
SERIES 400**

407.3

TITLE: NON-CERTIFIED SALARY SCHEDULE

The Wilder Board of Trustees believes in the worth of all employment positions with our school district and that all position contribute in a meaningful way to the social and academic success of our students.

We believe that remuneration for services rendered by the District staff should be fair, equitable, and justifiable based upon current, reliable personnel compensation information. Such reflection is not a mandate, however, it is an expression of our continuing goal of establishing salary equity within our District.

In an effort to establish a justifiable rationale for the assigning of salaries to our non-certified, classified support staff, the Board of Trustees directs the superintendent to develop a non-certified, classified salary schedule annually.

This schedule may be modified from time to time. An employee's placement on the salary schedule does not create any contract right of employment nor does it change the "at-will" status of a non-certified employee.

All non-certificated, classified employees of the District are hourly "at-will" employees of the District. All compensation for such employees shall be based upon hours worked consistent with the steps on the classified salary schedule unless such employee has specifically received notice from the District's Superintendent, in writing, that the employee is an exempt employee pursuant to the Fair Labor Standards Act.

Revised: October 24, 2011