

**Harney Education  
Service District**

Code: **GDB**  
Adopted: 6/11/03  
Readopted: 2/13/13  
Orig. Code(s): GDB

**Salary and Related Benefits**

Noncontracted personnel will be employed by the Board upon the recommendation of the superintendent, in accordance with provisions of the budget in regard to salaries and other expenses.

New employees appointed to a position shall be paid within the salary range established for the position to which appointed and in accordance with the job classification and position. The job classification shall be assigned as indicated by the position filled. New employees shall be placed on the ESD payroll the date on which employment began.

Salary advancements within an established specific class shall not be automatic but shall be based upon recommendations of the superintendent to the Board. Such recommendations shall take into consideration standards of performance and shall give due consideration to length of service.

Unless otherwise specified, advancements will, upon approval, be made on the anniversary date of employment following the completion of 12 months full-time employment and with the recommendation of the superintendent.

END OF POLICY

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**Legal Reference(s):**

[ORS 334.125\(5\)](#)

[OAR 581-024-0245](#)