

# Malheur Education Service District

Code: **DLA**  
Adopted: 8/16/15  
Readopted: 7/15/14  
Orig. Code(s): DLA

## Payday Schedule

It is the policy of the district to provide competitive pay as part of an overall compensation and benefits package which will effectively recruit and retain well-qualified personnel. The district shall fully comply with state and federal laws and regulations regarding compensation. Pay adjustments shall be within the constraints of the budgetary process and the financial resources of the district, with due consideration having been made for external labor market volatility and internal relationship of each position to the entire pay structure.

The salaries of personnel under this series shall be established by the Board unless otherwise designated by the Board to the superintendent. Payments shall be made on a monthly basis with the payment date being the 20th as compensation for services to be rendered through the last working day of each month.

Exception to compensation being on the 20th day with regard to 12 month salaries employees who are terminated from employment with the ESD, payment for services rendered shall be made on the last working day of the final month of employment.

END OF POLICY

---

### Legal Reference(s):

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

[ORS 652.120\(2\)](#)