

# North Marion School District 15

Code: **GDBA**  
Adopted: 4/08/91  
Readopted: 10/10/94  
Orig. Code(s): 3430

## Salary Schedule

### Salary Classification

Employees will be classified according to a district plan. An employee transferring from one classification to another will be paid according to the new classification, effective immediately upon transfer.

Employees assigned to dual responsibilities will be classified and paid according to the higher classification.

### Salary Regulations

Salaries of classified employees may be determined by a salary schedule, subject to the following regulations:

1. After the schedule has been adopted, salary adjustments may be made annually on approval of the Board;
2. Allowances may be made for experience obtained elsewhere;
3. Upon the recommendation of the superintendent, the salary increment of any employee may be withheld by the Board when, in the superintendent's judgment, the work of the employee has been unsatisfactory;
4. All district employees except student cafeteria workers are required to pay for their own lunches at the regular established rate;
5. Each advancement on the salary schedule guarantees an increase in salary.

### Salary Increments

Classified employees may be granted salary increments as provided by the salary schedule effective July 1 each year, except for those employees employed after January 1 and those employees returning from leave. Increment dates for such employees will be determined by the superintendent.

END OF POLICY

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### Legal Reference(s):

[ORS 332.505](#)