

# Phoenix-Talent School District 4

Code: **CCD**  
Adopted: 8/24/95

## **Compensation and Benefits for Confidential Personnel**

The School Board has the responsibility to determine salaries and other benefits for confidential employees. It is recognized that these employees do not belong to a collective bargaining group as defined by Oregon State Law and, thus, have a unique relationship to the Board; therefore, a unique process of communication concerning compensation is appropriate.

1. Personnel policies have been developed with this group. The Superintendent will meet with representatives from this group to review these policies on an annual basis.
2. After providing for appropriate communication between Confidential employees and the Board, recommendations for changes, including adjustments to salary and fringe benefits, will be brought to the School Board by the Superintendent.
3. The School Board will consider these recommendations and have final responsibility to make changes.

END OF POLICY

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Legal Reference(s):

[ORS 332.107](#)  
[ORS 332.505](#)