

POLICY

No. 4020

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COMPENSATION AND BENEFITS FOR EXECUTIVE, MANAGERIAL AND CONFIDENTIAL EMPLOYEES

In determining annual salaries and benefits for employees classified as Executive, Managerial or Confidential, the BOCES Board adopts the following:

- ~ The BOCES Board will review annually and adopt a salary range for each Executive, Managerial, and Confidential position. The ranges will be based upon the responsibilities of each position, compensation for comparable responsibilities in business, industry and other educational agencies and the dynamics of the economy. The following positions have been classified as Executive, Managerial or Confidential:

Executive Employees

Deputy District Superintendent
Assistant District Superintendents
Division Directors

Managerial Employees

Treasurer
Deputy Treasurer
Supervisor - Business Office
Administrative Assistant to the District Superintendent
Certification Specialists
Human Services Specialists
Staff Attorney

Confidential Employees

Secretary to the Deputy District Superintendent
Secretary to the Assistant District Superintendents
Secretary to the Directors

Adopted: August 19, 1996
Ratified: September 16, 1996
Amended: April 12, 2001
Amended: June 17, 2004

Senior Clerk - Benefits

Senior Account Clerk - Benefits

- ~ All benefits negotiated for personnel included within a negotiating unit shall be extended to personnel with similar classifications or responsibilities excluded from the unit for reasons of confidentiality. In addition to those benefits contained within the existing Service Unit or Program Associates Organization contracts, Confidential and Managerial employees shall receive additional benefits identified in the Benefit Plan document.
- ~ The BOCES Board will determine, upon the recommendation of the District Superintendent, the salary for each Executive, Managerial, and Confidential employee. All salary recommendations for an ensuing fiscal year shall be reviewed at the Man meeting and approved at the June meeting. However, annual compensation shall not excel the salary ranges established by the Board.

The District Superintendent's salary and benefits will be determined by a separate contract with the Board.

The District Superintendent will have the responsibility of developing and implementing a performance review process, which will be approved by the BOCES Board.

The District Superintendent shall maintain a benefit plan document (Plan) identifying the benefits afforded Executive, Managerial and Confidential employees. Such plan shall be reviewed periodically by the BOCES Board and amended upon the recommendation of the District Superintendent.