

### **SUPPORT STAFF COMPENSATION PLANS**

Compensation plans shall be reviewed annually for all categories of staff. In this review, the responsibilities of the position, the qualifications needed, comparable salaries in the public and private sector locally, regionally and on a state-wide basis, availability of qualified candidates, years of experience - all will be taken into account.

The administration will conduct the compensation review and report its findings to the School Committee as the School Committee prepares its next annual budget.

All support staff positions in the negotiated agreement will have compensation plans established per the agreement. Compensation plans for support staff personnel not covered by negotiated agreements shall be set annually by the School Committee.