

SALARIES AND EXPENSES

It is the policy of the Southwest Technology Center Board of Education that no teacher shall be paid less than the state schedule. Extra duties shall be compensated for as scheduled. Salaries and fringe benefits of all employees shall be determined by the board of education. A schedule of salaries and fringe benefits paid to administrators will be filed with the State Department of Career and Technology Education by October 1, each year.

All employees shall be paid not later than the last working day of each month.

All full-time employees will be paid on a twelve-month basis unless the employees have a less than twelve-month contract and specifically request to be paid on a monthly basis that matches their contract, and make arrangements for twelve-month payroll deductions for which they have committed or obligated themselves.

The board shall also provide for a staff leave program and reimbursement of approved expenses.

Salary Schedules

The Southwest Technology Center Board of Education annually adopts a minimum salary schedule for certified teachers and transmits a copy of the schedule to the State Department of Career and Technology Education within 30 days of the schedule's approval by the board.

The superintendent is given the authority to consider granting up to ten years of live work experience to a teacher beginning employment at Southwest Technology Center for the purpose of placement on the minimum salary schedule. The board recognizes that demands within highly competitive career fields/industries may necessitate additional salary considerations in order to acquire the services of an appropriate teacher. The board extends authority to the superintendent to make this determination when negotiating salaries in competitive career fields.

The board of education delegates the authority to the superintendent to transmit the salary schedule to the State Department of Career and Technology Education, and instructs the superintendent to forward all copies of employment contracts of school administrators to the State Department of Career and Technology Education within 15 days of the contracts' approval by the board.

Salary schedules and copies of all contracts shall be on file for public inspection.

REFERENCE: 70 O.S. §1-110
70 O.S. §5-141
70 O.S. §6-106
Atty. Gen. Op. No. 84-87 (July 24, 1984)

CROSS-REFERENCE: Policy BJCA, Term of Office and Salary of Superintendent
Policy DEAB, Fringe Benefits
Policy DEBA, Annual Leave
Policy DEC, Personnel Leave Program
Policy DEC-R1, Sick Leave, Certified Personnel, Regulations
Policy DEC-R2, Sick Leave, Support Personnel, Regulations

SALARIES AND EXPENSES (Cont.)

Policy DEC-R3, Personal Business Leave, Regulations
Policy DEC-R5, Jury Duty Service and Witness Leave, Regulations
Policy DEC-R6, Military Leave, Regulations
Policy DECA, Family Medical Leave
Policy DED, Alternative Leave Program
Policy DED-R1, Leave of Absence, Regulations
Policy DED-R2, Bereavement and Hospitalization Leave, Regulations
Policy DED-R5, Professional Leave, Regulations
Policy DEE, Expense Reimbursement
Policy DEE-R, Travel and Expenses
Policy DEE-P, Reimbursement Procedures
Policy DEE-P2, Vehicle Check-out Procedure
Policy DEEC, Student Activities Expense Reimbursement

Adopted: January 1994 as policy P-117, policy P-129, and policy P-163

Revised: November 1995

June 27, 2002

June 26, 2003

June 29, 2004