

**GCA COMPENSATION GUIDES AND CONTRACTS**

**GCA**

Noncertified employees shall be paid according to pay rates established by the board. Contracts for noncertified employees shall be “at-will”. Either party may discontinue employment with two weeks notice.

**APPROVED: August 6, 1973**

**AMENDED: November 13, 2000**

**REVIEWED AND APPROVED: February 13, 2012**

**GCA-R COMPENSATION GUIDES AND CONTRACTS**

**GCA-R**

Noncertified employees shall be paid according to rates established annually by the board. Initial salaries for classified personnel are established by the administrator of the assigned program and the superintendent, and approved by the Board of Education at the time the initial contract is approved.

To promote the continuing development of skills related to the employees assignment, Professional Development Plans shall serve to document approved training eligible for additional pay incentives.

**PDP Points – Noncertified Personnel Salary Incentives**

Effective June 8, 1998, a plan is established to enhance the salaries of noncertified personnel. The plan is patterned after the incentives included on the teachers’ salary schedule for movement based upon Professional Development Plan points earned. Pay increases are limited to three 5% increases for each 300 approved PDP points, fifteen college credits, or combination of the above. The 5% increase is in addition to the annual percentage of increase approved by the board. All points earned must apply directly to the current position held by the employee and be approved by the administrator’s supervisor. Pre-approved college credits are equal to twenty PDP points each. All points must be earned after June 1, 1998, or date of hire if later than that

date. PDP generated pay increases result in a loss of accumulated points. PDP points and/or college credits begin to accumulate at the beginning of the new contract year.

Additional information is contained within the “USD 273 Staff Development Guidelines”, of the Employee Handbook Ref: GADA – Inservice Education.

**APPROVED: June 8, 1998**

**AMENDED: November 13, 2000**

**AMENDED: March 14, 2005**

**REVIEWED AND APPROVED: February 13, 2012**