

The Transylvania County Board of Education (the “board”) is committed to hiring and retaining the most qualified candidates and to rewarding employees who perform well. To this end, the board endeavors to provide competitive salary supplements to qualified school system employees. Employees of the school system will be awarded benefits like employees of the state of North Carolina.

Employees will be paid according to salary schedules set by the state and/or on salary schedules that have been built from ranges established for the position by the state or school system. Salary schedules for non-licensed employees will be recommended by the superintendent and approved by the board.

Placement on the salary schedule is determined by the specific training and prior work experience relative to the job for which the employee is hired. If an employee feels he or she has been placed incorrectly on the salary schedule, the employee may request in writing to the superintendent or designee a review of the placement.

Employees who are not exempt from the Fair Labor Standards Act (FLSA) will be compensated for work beyond 40 hours in the workweek, pursuant to the FLSA and board policy 7500, Workday and Overtime.

Legal References: The Fair Labor Standards Act of 1938, as amended, 29 U.S.C. 201, *et seq.*; G.S. 115C-12(16), -47, -273, -285, -302.1, -316; *North Carolina Public School Personnel Employee Salary and Benefits Manual* (most current version), North Carolina Department of Public Instruction, Division of School Business, available at <http://www.ncpublicschools.org/fbs/finance/salary/>

Cross References: Workday and Overtime (policy 7500)

Adopted: