

## LICENSED EMPLOYEE COMPENSATION

The board will establish compensation for licensed employees' positions keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other factors deemed relevant by the board.

It is the responsibility of the superintendent to make a recommendation to the board annually regarding licensed employee compensation. The base wages of licensed employees are subject to review and modification through the collective bargaining process.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8

	<b>I.C. Iowa Code</b>	<b>Description</b>
Iowa Code § 20		<u>Collective Bargaining</u>
Iowa Code § 279.8		<u>Directors - General</u> <u>Rules - Bonds of</u> <u>Employees</u>

Cross References

	<b>Code</b>	<b>Description</b>
406.02		<u>Licensed Employee</u> <u>Compensation</u> <u>Advancement</u>

Cross Reference: 405 Licensed Employees - General  
406.2 Licensed Employee Salary Schedule Advancement

Approved \_Reviewed 10/21/13, 9/19/16, 3/19/18, 5/20/19, 6/ 13/22 Revised 3/19/18