

**EMPLOYEE POLICIES**

**226**

- I. Compensation
  - a. Teachers are initially compensated based on the board-approved teacher salary matrix. Salaries are then reviewed annually for changes based on the matrix. A teacher may request, in writing, for a mid-year review of the additional credits component of the matrix. If additional compensation is awarded it shall take effect February 1. Any requests received after February 1 shall be considered for the next school year.
  - b. Non-teacher employees will be compensated on an individual basis and their compensation will be reviewed at least annually.
- II. Suspension and Dismissal
  - a. Refer to Policy 202 *Discipline, Suspension and Dismissal of School District Employees*.
- III. Conflict of Interest
  - a. All school employees and school board members shall follow Policy 232 *Conflict of Interest* and the article in the school bylaws pertaining to conflict of interest.
  - b. Conflict of interest policy will be discussed with all new employees and board members.