

POLICY: 408

## PROFESSIONAL SUPPORT EMPLOYEES

The Board has complete discretion to set the salary of the Professional Support Employees. It shall be the responsibility of the Board to set the salary and benefits of the Professional Support Employees at a level that will include consideration of, but not be limited to, the economic condition of the District and the training, experience, skill, and demonstrated competence of the employee. The salary shall be set at the beginning of each contract period.

Professional Support employees are those persons who may or may not need a legally issued Iowa license or certificate, as specified by the state or District, or need to have completed specific training that is determined by the District necessary for the successful completion of the job responsibilities identified.

Job descriptions, contractual agreements, and employee rules/regulations shall exist for professional support employees to appropriately fulfill their job responsibilities.

Adopted: 06/06/08

Revised: 1/23/17

Reviewed: 7/9/12, 1/23/17, 09/26/22