

Compensation and related benefits will be provided to all employees on the basis of service rendered, as required by state law, and as stipulated in current negotiated agreements. Compensation for exempt employees will be established by the Board of Education annually prior to July 1 after receipt of a salary recommendation from the Superintendent of Schools. Benefits for such employees other than the Superintendent of Schools shall be as follows:

- A. Exempt clerical employees will be entitled to benefits contractually provided to employees represented by CSEA (e.g., sick leave and other leave entitlements, health insurance, earned vacation, longevity, and retirement benefits).
- B. The Director of Human Resources will be entitled to benefits contractually provided to employees represented by the Operations Management Organization (e.g. sick leave and other leave entitlements, health insurance, earned vacation and retirement benefits).
- C. The School Business Administrator will be entitled to benefits contractually provided to employees represented by the Operations Management Organization (e.g. sick leave and other leave entitlements, health insurance, earned vacation and retirement benefits) until such time as he/she is certified as a Business Administrator and will then be entitled to benefits contractually provided to administrators represented by the Administrators Organization bargaining unit (e.g., sick leave and other leave entitlements, health insurance, “initial payment,” “one time longevity increment,” earned vacation, and retirement benefits.)
- D. Assistant Superintendents will be entitled to benefits provided to administrators represented by the Administrative Organization bargaining unit (e.g., sick leave and other leave entitlements, health insurance, “initial payment,” “one time longevity increment,” earned vacation, earned doctorate entitlement, and retirement benefits.) Such benefits will accrue on July 1st of the contract year.

Upon recommendation of the Superintendent of Schools, the Board may also consider a memorandum of agreement to the policy to allow alternate benefits for exempt administrators with 10 or more years of service to the Burnt Hills-Ballston Lake School District.

Revised July 2007

Renumbered from P4300 – September 2015