

POLICY GBC

Board of Education Las Cruces Public Schools

Related Entries: GBC-R

Responsible Office: Associate Superintendent for Operations

Applicable To: Union Certified Employees Union Classified Employees Non-Union Employees
 All Employees

STAFF COMPENSATION: SALARY SCHEDULES

I. PURPOSE

To ensure that employee rates of pay are based on approved salary schedules.

II. BACKGROUND

The salaries for employees of the Las Cruces Public Schools are determined through a school district salary system, as mandated by state statute, §22-5-11, NMSA 1978. The system shall incorporate the use of salary schedules developed by the Superintendent or his/her designee.

DEFINITIONS

1. “*Salary schedule*” means the pay scale used for LCPS employees based on their relevant education, training and/or work experience.

III. POSITION

- A. This policy applies to all district employees (faculty and staff).
- B. This policy adheres to any and all negotiated agreements between the Board of Education and the certified and classified employee units of the school district. Changes to said agreements shall supersede any and all relevant provisions contained herein.
 1. This policy hereby incorporates any and all provisions contained within the negotiated agreements, relevant to salary schedules.
- C. Salary schedules shall be approved by the Superintendent of Schools prior to submission to the Board of Education.
 1. School district employees shall be responsible for providing appropriate documentation to the Human Resources Department which will be used to determine the employee’s placement on the appropriate salary schedule, §22-5-11 and 22-10A-4 NMSA 1978.

2. The Superintendent shall determine which, if any, employees shall be compensated at a rate of pay not contained on an approved salary schedule, i.e., “off schedule.”
- D. The Superintendent’s salary shall be determined annually by the Board of Education (LCPS Policy CBD: Superintendent Contract).
- E. The Superintendent shall promulgate a regulation for the enforcement of this policy.

IV. REVIEW

This policy shall be reviewed on an ongoing basis in accordance with the Board of Education policy review process.



December 14, 2010

Board of Education, President

Date Approved

History: Formerly Policy #236 – Overtime Compensation, Revised 11.22.95; 10.17.00; Policy #270 – Salary Schedules, Revised 11.22.95; Reviewed 10.17.00; revised 12.14.10

Legal Reference: U.S.C. 29.9 Fair Labor Standards Act; §22-5-11, 22-10A-4 NMSA 1978; 50.4.22 NMAC