

- () Required
 (X) Local
 () Notice

COMPENSATION AND BENEFITS FOR EXECUTIVE, MANAGERIAL AND CONFIDENTIAL EMPLOYEES

In determining annual salaries and benefits for employees classified as Executive, Managerial or Confidential, the BOCES Board adopts the following:

- The Board will review annually and adopt a salary range for each Executive, Managerial, and Confidential position. The ranges will be based upon the responsibilities of each position, compensation for comparable responsibilities in business, industry and other educational agencies and the dynamics of the economy. The following positions have been classified as Executive, Managerial or Confidential:

Executive Employees

Deputy District Superintendent
 Assistant District Superintendents
 Division Directors

Managerial Employees

Treasurer
 Deputy Treasurer
 Supervisor - Business Office
 Administrative Assistant to the District Superintendent
 Certification Specialists
 Human Services Specialists
 Staff Attorney
 Actuary

Confidential Employees

Secretary to the Deputy District Superintendent
 Secretary to the Assistant District Superintendents
 Secretary to the Directors
 Senior Clerk - Benefits
 Senior Account Clerk - Benefits

- All benefits negotiated for personnel included within a negotiating unit shall be extended to personnel with similar classifications or responsibilities excluded from the unit for reasons of confidentiality. Confidential and Managerial employees shall receive additional benefits identified in the Benefit Plan document.

- The Board will determine, upon the recommendation of the District Superintendent, the salary for each Executive, Managerial, and Confidential employee. All salary recommendations for an ensuring fiscal year shall be reviewed at the May meeting and approved at the June meeting. However, annual compensation shall not exceed the salary ranges established by the Board.

The District Superintendent's salary and benefits will be determined by a separate contract with the Board.

The District Superintendent will have the responsibility of developing and implementing a performance review process, which will be approved by the Board.

The District Superintendent shall maintain a benefit plan document (Plan) identifying the benefits afforded Executive, Managerial and Confidential employees. Such plan shall be reviewed periodically by the Board and amended upon the recommendation of the District Superintendent.

Adoption date: June 15, 2009