

Tapestry Public Charter School Policy Manual

Superior Qualifications and Special Needs Pay Setting Authority Policy

Adopted: 1/22/2024

Revised: N/A

The Tapestry Public Charter School Board adopts the following policy, effective on the date of adoption by the Board.

Sections: **I. PURPOSE**
 II. POLICY

I. Purpose

The Principal has the authority to offer additional compensation to specific employees based on the individual's superior qualifications or a special need of the school. The amount of additional compensation cannot exceed \$5,000 per academic year. The superior qualifications and special needs pay-setting may be applied to any position, including permanent and temporary positions that meet superior qualifications determination. Requests must be approved by the Board prior to the individual entering into an employment agreement.

II. Policy

The Principal has the authority to provide additional compensation to specific employees based on the individual's superior qualifications or a special need of the school. The amount of additional compensation cannot exceed \$5,000 per academic year.

The superior qualifications and special needs pay-setting may be applied to any position, including permanent and temporary positions based on the following:

- The level, type, and/or quality of the individual's skills obtained through experience and/or education;
- The quality of the individual's accomplishments compared to others in the same field; or
- Other factors that support a superior qualification determination.

Skills, competencies, experience, education, and/or accomplishments must be relevant to the duties and responsibilities of the contracted position or assignment. These qualities must be significantly higher than those needed to be minimally qualified for the position or be of a more specialized quality compared to other individuals.

Requests must be approved by the Board before being offered to the individual and included in an employment agreement. Requests must include justification of additional compensation to be paid for the superior qualifications of the individual or special need for the individual's services.

Tapestry is an equal opportunity employer. We shall not discriminate and will not discriminate in employment, recruitment, Board membership, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, or for any other discriminatory reason.