

# THE SCHOOL DISTRICT OF PHILADELPHIA

SECTION: 300  
TITLE: Compensation Plans/Salary  
Schedules  
ADOPTED: April 27, 1981  
REVISED: August 17, 2017

## 328 Compensation Plans/Salary Schedules

### **Authority**

The School Reform Commission shall approve compensation plans, individual contracts and salary schedules for administrative, professional and support employees.

Salary schedules approved by the SRC shall be in accordance with those specified in applicable collective bargaining agreements and/or SRC resolutions.

Salary schedules shall be used to set compensation for new and inexperienced employees and for experienced employees new to the district, in accordance with the compensation guidelines and taking into account salary compression for non-represented employees, the step placement procedures for represented employees, and salary adjustments that result from earning advanced degrees where applicable, while employed by the district or required by law and/or applicable collective bargaining agreements.[\[1\]](#)[\[2\]](#)[\[3\]](#)[\[4\]](#)[\[5\]](#)[\[6\]](#)

### **Delegation of Responsibility**

Implementation of the administrative compensation plan, individual contracts, collective bargaining agreements and SRC resolutions regarding employee salaries shall be the responsibility of the Superintendent or designee.

The Superintendent or designee is authorized to credit past experience of a candidate when determining salary [\[7\]](#) in accordance with applicable collective bargaining agreements.

**Legal References:**

- [1. 71 P.S. 371](#)
- [2. 24 P.S. 1075](#)
- [3. 24 P.S. 1089](#)
- [4. 24 P.S. 1141-1152](#)
- [5. 24 P.S. 1162](#)
- [6. 24 P.S. 406](#)
- [7. 24 P.S. 1149](#)

**Related Information:**

- [24 P.S. 696](#)
- [Philadelphia Home Rule Charter - 12-308](#)
- [Philadelphia Home Rule Charter - 12-401](#)