

## Fair Share Policy

### Compensation guides and contracts

“Fair Share” money will be determined by the Public School Finance Act as equalized funding.

“New Money” shall be defined as the difference of equalized funding for the current year and the amount projected for the next budget year. New money will be adjusted for the following and will not include:

- the per pupil amount of money required to be transferred to the Capital Reserve Fund
- the amount of money spent on contracted services (including pre-school and alternative high school) for students counted as district students but receiving their education at an outside facility

An adjustment from the projection of the actual money available will be made each year.

### General fund fair share distribution procedure

The annual percentage to be used for determining the amount of money to be available for staff salaries and benefits shall be computed using the budget percentages for the year immediately preceding the effective date of the proposed salary and benefit increases.

The District Salary Committee will be given broad flexibility in applying increases to the salary schedules and benefits. Preliminary salary and benefit determination will begin as soon as the funding information is available from the legislature and will be completed by June 1 for the next fiscal budget, which begins July 1. A consensus agreement, with staff input, (including distribution of funds preliminary salary schedule) will be reached at this time.

Salary schedules will be presented for adoption to the Board of Education with the proposed budget each fiscal year. The proposed schedules will not be binding on the Board of Education. Final determination of distribution of funds for salaries and benefits will be determined by the Board of Education.

Adopted: December 11, 1979  
Revised: July 10, 2001  
Reviewed: January 12, 2021

CROSS REFS.: DBG, Budget Adoption