

Salary Schedules: A Deep Dive

ACSA Negotiators' Symposium
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ACSA Negotiators' Symposium
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Salary schedules reside in the quieter reaches of each collective bargaining agreement, often taking a back seat to more celebrated provisions, such as employee discipline, professional development, and organizational security. Yet, as the determinant of each unit member's wage levels, salary schedules function as the economic engine of each collective bargaining agreement. As most salary schedules largely consist of a grid containing numbers and letters, what legal issues could possibly arise? This workshop will discuss the basic legal requirements for salary schedules, court cases where salary schedules unexpectedly went awry, as well as methods for assessing the true economic value of a salary schedule beyond a single step or column. Participants are encouraged to bring their own district's salary schedule for evaluation and scrutiny.

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