

### **Salary Determination**

This policy applies to all non-Washington Management Service employees who are not subject to a collective bargaining agreement.

The Washington School for the Deaf (WSD) will adhere to the Washington State Compensation Plan as set forth by the Director of Personnel in determining the salary ranges as referenced in Chapter 357-28 WAC and all other federal and state laws associated with wages and compensation. WSD will determine the pay philosophy of the school based upon a set of factors such as overall budget, agency mission and purpose, the strategic plan, number of staff and types of classifications.

In compliance with Chapter 357-28 WAC, the WSD Board of Trustees directs the Superintendent to establish a Salary Determination Procedure.

Legal References: Chapter 357-28 WAC