

WELCH SCHOOL DISTRICT 18 I-017		DEG	
COMPENSATION			
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Compensation for personal services includes all remuneration, paid currently or accrued, for services of employees rendered during the period of performance under the Federal award, including but not necessarily limited to wages and salaries. Compensation for personal services may also include fringe benefits. The total compensation for individual employees must be reasonable for the services rendered and is equitable for employees paid with local/state and Federal funds. Charges to Federal awards for salaries and wages must be based on records that accurately reflect the work performed. These records must be supported by a system of internal control which provides reasonable assurance that the charges are accurate, allowable, and properly allocated; be incorporated into the official records; reasonably reflect the total activity for which the employee is compensated, not exceeding 100% of compensated activities, encompass both federally assisted and all other activities compensated on an integrated basis, and comply with the established accounting policies and practices of the district.

Employees will receive the base salary or hourly rate based upon their experience and degree status. All other compensation, such as incentive, extra duty, and/or benefits will be reflected on an information sheet provided to all employees. The district salary schedules for certified and support employees are available upon request. Contracts and information sheets are provided to the employee for signature on an annual basis. The district complies with all rules and regulations found within the Fair Labor Standards Act.