

CHESTER COUNTY INTERMEDIATE UNIT 24

SECTION: EMPLOYEES

TITLE: INCENTIVE SYSTEM

ADOPTED: JULY 21, 2010

READOPTED: SEPTEMBER 16, 2015

352. INCENTIVE SYSTEM	
1. Authority	The Board shall establish an IU Incentive System and shall encumber Intermediate Unit funds for implementation of this system.
2. Delegation of Responsibility	<p>The Board shall delegate to the Executive Director the allocation and award of incentive payments to employees based on the following criteria:</p> <ol style="list-style-type: none">1. The task accomplished will have had a significant impact on Intermediate Unit programs and/or services.2. The task accomplished will have involved effort and work well above and beyond normal and will have met at least one (1) of the following criteria:<ol style="list-style-type: none">a. Will extend or expand Intermediate Unit services in a meaningful way.b. Will significantly improve quality of service.c. Will substantially improve efficiency or economy of operation.d. Will solve a problem against long odds or against popular opinion.e. Will solve a long-standing or difficult problem.
3. Guidelines	<p>The presentation of each award will be made at an intermediate Unit Board meeting with appropriate public announcement.</p> <p>The Executive Director will report annually to the Board on the operation and results of the system.</p>