



## **427 Employee Longevity**

### **I. Purpose**

The purpose of this policy is to outline a compensation structure through which employee longevity is rewarded.

### **II. General Statement of Policy**

NSCS employees who demonstrate continuous service to the school will be compensated annually with additional pay at the completion of their 5th year of service to the school. At each subsequent four-year mark (9 years of service, 13 years of service, 17 years of service) the employee will receive an increase in their annual longevity pay.

### **III. Eligibility**

A. All employees who demonstrate continuous service to NSCS are eligible for longevity pay, regardless of FTE or job classification.

B. An employee will be credited one year of service to NSCS if he/she has completed the terms of their employment through the contract end date, as outlined in the Employment Agreement Article I, Section 1.4.

### **IV. Compensation**

A. Longevity pay will be disbursed in a lump-sum each June. Compensation amount will not be added to base salary.

B. Longevity pay will be based on the following schedule, pending feasibility in the annual operating budget of NSCS, and in alignment with Policy 203 Unreserved Fund Balance:

Years of Service	Compensation Amount
5-8	\$100.00
9-12	\$200.00
13-16	\$300.00
17-20+	\$400.00

Adopted:3/07/2008  
Revised:3/23/2020  
Reviewed:3/22/2021