

STAFF COMPENSATION & DEVELOPMENT

With respect to employment compensation and benefits for employees, the Superintendent shall not fail to employ the highest quality staff at the most reasonable costs to the district, nor jeopardize the fiscal integrity or public image of the district.

Accordingly, the Superintendent shall not:

1. Change his or her own compensation or benefits.
 2. Promise or imply employment, to any person, in a manner that is outside of the District's established process, bargaining agreements, or statutory requirements.
 3. Create obligations over a longer term than revenues can reasonably be projected.
 4. Independently negotiate contractual agreements with employees or fail to develop and implement salary schedules and pay plans for employees.
 5. Fail to develop and implement compensation and professional development plans to internally develop, externally recruit, and then retain highly qualified staff in alignment with Board Ends, with the goal of diversity in staff demographics that reflects the local student population as well as the nation and world.
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Replaces: BD GOV A.7

Originally Adopted: 9/8/2015

Updated: 11/10/2020

Monitoring Method: report to the board

Monitoring Frequency: annually