

Staff Compensation

With respect to employment compensation and benefits for employees, the Superintendent shall not fail to develop compensation and benefit plans that adequately reward employees consistent with available resources.

Accordingly, the Superintendent may not:

1. Change his or her own compensation and benefits.
2. Promise or imply permanent employment.
3. Create salary and benefit obligations over a longer term than revenues safely can be projected.
4. Fail to develop and implement salary policies and pay plans for personnel that comply with all requirements of state and federal law.
5. Fail to develop and implement compensation plans to attract and maintain quality, racially-diverse staff who demonstrate cultural proficiency and antiracist leadership practices.
6. Fail to develop and implement compensation plans that link compensation with performance.

Adopted:	February, 2001
Amended:	April, 2006
Amended:	November, 2015
Monitoring Method:	Internal Report
Monitoring Frequency:	Annually in May