

GOVERNANCE POLICIES OF THE MILWAUKEE BOARD OF SCHOOL DIRECTORS

BG 4.09 COMPENSATION AND BENEFITS

With respect to employment, compensation, and benefits to employees, consultants, contract workers, and volunteers, the Superintendent shall not cause or allow the District's fiscal integrity or public image to be jeopardized. Accordingly, the Superintendent shall:

- (1) refrain from making promises or implying guaranteed employment;
- (2) establish current compensation and benefits schedules that:
 - (a) align with the geographic or professional market for the skills employed. The approved compensation and benefits schedules shall be used as a guide for determining compensation levels; and
 - (b) create obligations for a term for which revenues can be safely projected — in no event longer than one year, and in all events subject to losses of revenue;
- (3) abstain from establishing or changing pension benefits that:
 - (a) cause unfunded liabilities to occur or commit the organization to benefits that may incur unpredictable future costs;
 - (b) provide less than the same basic level of all benefits to all full-time employees, although differential benefits to encourage longevity in key employees are not prohibited;
 - (c) allow any employee to lose benefits already accrued from any foregoing plan; or
 - (d) are instituted without prior monitoring of these provisions;
- (4) refrain from changing his/ her own compensation, pension, or other benefits; and
- (5) obtain the Board's approval for any changes to any district employee's basic compensation or benefit levels, including pension benefits, or the conditional requirements for receiving compensation or benefits, unless such changes are within the scope of the authority granted to the Superintendent and his/her designee by statute or by the Board.

History:	Adopted 04-25-96; revised 12-17-97, 10-29-15; Reaffirmed 11-18-21	
Legal Ref.:	W.S. 63.53; 111.70, 119.18(10), 119.04(1); 119.32(5); 119.40; 120.12(24)	
Cross Ref.:	Board Rule	1.27 Board Member Health Insurance
	Bd. Gov. Policy	4.10 Employee Reclassification
		4.11 Salary Increases/Decreases
	Admin. Policy	6.19 Positions: Staff
		6.20 Contracts, Employee Benefits and Compensation Plans
6.21 Salary Schedules: Staff		
	7.31 School Volunteers	
Monitoring:	Internal report by the Superintendent to the Board on the status of compensation and benefits to affected employees as part of annual performance evaluation.	
Frequency:	Annually in June/July	

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