

Policy Type: Executive Expectations

Compensation and Benefits

The Superintendent shall neither cause nor allow jeopardy to fiscal integrity or to public image through employment, compensation, or benefits to employees, independent contractors, or volunteers.

Accordingly, the Superintendent may not:

1. Change his or her own compensation and benefits except by order of the Board
2. Promise or imply permanent or guaranteed employment
3. Create obligations over a longer term than revenues can be safely projected, in no event longer than one year
4. Establish or change all benefits so as to cause unpredictable or inequitable situations, including those that:
 - a. Incur unfunded liabilities;
 - b. Provide less than some basic level of benefits to all full time employees; or
 - c. Allow any employee to lose benefits already accrued from any foregoing plan.

Adopted: September 9, 1998

Revised: 09/05, 05/08, 10/17