

BOARD GOVERNANCE POLICY

Policy Name: Compensation & Benefits

Policy Number: EL-9

Policy Type: Executive Limitations

Date Approved: June 26, 2000

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the Superintendent shall not cause or allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the above statement by the following list, the Superintendent shall not:

1. Change his/her own compensation and benefits.
2. Promise or imply life-long or guaranteed employment:
3. Establish current compensation and benefits that:
 - 3.1 Deviate materially from the geographic or professional market for the skills employed.
 - 3.2 Create obligations over a longer term than revenues can be safely projected.
 - 3.3 Are discriminatory.
4. Establish or change pension benefits.
5. Finalize collective agreements without prior Board approval via the consent agenda.