

Policy Type: Executive Expectations

Staff Compensation

The Director shall not fail to develop compensation and benefit plans that adequately reward employees consistent with the applicable marketplace, with organizations of comparable size and type and within available resources.

Accordingly, the Director may not:

1. Change his or her own compensation and benefits.
2. Fail to develop and implement salary schedules and pay plans for employees that:
 - a. Compensate the district's teachers based upon their education and prior experience;
 - b. Link employee compensation with performance.
3. Fail to develop and implement compensation plans to attract and maintain top quality staff.
4. Establish salary or pay plans that jeopardize the fiscal integrity or public image of the district.
5. Fail to implement salary schedules and pay plans for teachers in a manner consistent with the negotiated Educational Agreement.

Adopted: 4/22/03

Changed to Executive Expectations 10/12/04

Monitoring Method: Internal report
Monitoring Frequency: Annually in July