



BOARD POLICY

OPERATING LIMITATIONS

2.6 EMPLOYMENT, COMPENSATION AND BENEFITS

Monitoring Method: Internal. Frequency: Annually – August.

Monitoring Method: 2.6.1 External. Frequency: Annually – November.

Adopted: September 19, 2000

Revised: October 21, 2015

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

Further, without limiting the scope of the foregoing by this enumeration, he or she shall not:

1. Change his or her own compensation and benefits, except as his or her benefits are consistent with a package for all other employees.
2. (a) Promise or imply permanent or guaranteed employment; or (b) use illegal recruitment, hiring, evaluation, promotion, termination or other employment practices.
3. Establish current compensation and benefits which materially exceed the geographic or professional market for the skills employed.
4. Create obligations over a longer term than revenues can be safely projected, in no event longer than one year and in all events subject to losses in revenue.
5. Establish or change pension or other 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, though differential benefits to encourage longevity and performance are not prohibited.
 - c. Allow any employee to lose benefits already accrued from any foregoing plan.
 - d. Treat the Superintendent differently from other key employees.
6. Permit retired employees to return to work as employees, contract workers, or consultants without following the District's standard human resources practices. The purpose of this limitation is to prohibit a "110/110" work arrangement with a retiree without first seeking advance approval from the board of education.
7. Hire any former board of education member as an employee, a contract worker, or a consultant, who has not been separated from the district for at least six months.