

With respect to employees' compensation and benefits, the Superintendent shall not cause or allow fiscal integrity or public image of the District to be jeopardized. Accordingly, the Superintendent shall not:

3.4.1

Operate without written policies which clearly identify compensation and benefits for staff.

3.4.2

Recommend to the board that the Personnel Preservation Fund be used without including the following (a) clear identification of the need based on student enrollment and/or a decrease in the per student foundation grant, and (b) details on how the Personal Preservation Fund extends the employment of certified staff.

3.4.3

Change his/her own compensation and/or benefits.

3.4.4

Promise or imply guaranteed employment.

3.4.5

Ratify collective bargaining agreements.

3.4.6

Deviate from contractual agreements.

3.4.7

Administer policies in an inconsistent or inequitable manner.

3.4.8

Establish current compensation and benefits which materially exceed the geographic or professional market for the skills employed.

3.4.9

Create obligations over a longer term than revenues can be safely projected, in all events subject to losses in revenue.

Revised: November 24, 2009

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Revised: April 11, 2022