

EL 9 Staff 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, or independent contractors.

Accordingly, the Superintendent shall not:

1. Change their own compensation and benefits, outside of changes dictated by the superintendent contract.
2. Promise or imply permanent or guaranteed employment.
3. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
4. Create obligations for a term in which revenues cannot be safely projected and or in which dedicated reserves are not created in alignment with statute.
5. Employ or contract with any member of the Board.

Monitoring Method: Staff Monitoring Report

Monitoring Frequency: Annually (See *Agenda Planning Calendar*, GP-1.5)

Adopted Date/Revision Dates: August 24, 2021 / TBD, 2024