

EL 9 Staff Compensation and Benefits

~~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. 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. Neglect efforts to develop and implement predictable salary schedules and pay plans for all employee groups that acknowledge experience/longevity, knowledge, and performance (e.g., skills, professional growth, responsibilities, and collaboration), other areas as derived by employee input processes, and in compliance with all requirements of state and federal law.~~
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)

~~**LEGAL REFS.:**~~

~~C.R.S. 22-32-110 (5) (Board may not commit salaries/benefits in excess of one year unless agreement includes reopener provision)~~

~~C.R.S. 22-44-115.5 (2) (reductions in salary or alteration of work year due to fiscal emergency)~~

~~C.R.S. 22-63-202 (teacher employment contracts and RIF)~~

~~C.R.S. 22-63-401 through 403 (teacher employment, compensation, and dismissal)~~

~~C.R.S. 22-69-101 et seq. (grant program for alternative teacher compensation plans)~~

~~**OTHER REFS.:**~~

~~DCSD Employee Guide~~

~~<https://sites.google.com/view/desd-staff-wellness/home> (DCSD employee wellness website)~~

~~<https://www.desdk12.org/cms/one.aspx?pageId=5752008> (DCSD employee benefits information)~~

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

DRAFT FOR INPUT