

Policy Type: Executive Limitations

Staff Compensation

With respect to employment compensation and benefits for employees, the CEO shall not cause or knowingly allow jeopardy to the fiscal integrity of the district.

Accordingly, the CEO may not:

1. Change his or her own compensation and benefits
2. Promise or imply permanent employment to any employee
3. Create obligations over a longer term than revenues safely can be projected
4. Fail to develop and implement salary schedules and pay plans for employees that:
 - a. Compensate the district's teachers commensurate with at least the teacher's education and prior experience.
 - b. Condition salary increments upon evidence of the continued professional improvement of the employee.
 - c. Provide that employees that fail to meet reasonable job expectations may not be retained.
5. Fail to develop and implement compensation plans to attract, retain, acknowledge and reward top quality staff.

Adopted: JUNE 2000

Monitoring Method: Internal Report
Monitoring Frequency: Annually in January

Telluride R-1 School District
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