

***Policy Type: Executive Limitations*****Staff Compensation**

With respect to employment compensation and benefits for employees, the Superintendent shall take reasonable steps to avoid causing or allowing jeopardy to the fiscal integrity of the district.

Accordingly, the Superintendent may not:

1. Change his or her own compensation and benefits
2. Promise or imply permanent or guaranteed employment
3. Create obligations over a longer term than revenues can be safely projected, **in no event longer than one year**
4. Fail to develop and implement salary schedule and pay plans for licensed personnel that:
  - a. **Compensate the district's regular teaching personnel commensurate with at least the teacher's education and prior experience**
  - b. **Condition salary increments upon evidence of the continued professional growth of the teacher**
  - c. **Recognize that, within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or be retained on the staff**
  - d. Link compensation with performance
  - e. Comply with all requirements of state law
5. Fail to develop and implement compensation plans to attract and maintain top quality staff
6. Fail to develop and implement salary schedules and/or pay plans for classified personnel that link compensation with performance

7. Fail to develop and implement salary schedules and/or pay plans for administrative personnel that link compensation with performance

Adopted: August 8, 2001

Revised: January 25, 2012

LEGAL REFS.: C.R.S. 22-32-110 (5) (*salaries/benefits subject to reopening*)  
C.R.S. 22-63-202 (*teacher employment contracts and RIF*)  
C.R.S. 22-63-401 through 403 (*teacher employment, compensation and dismissal*)

**Monitoring Method:** *Internal report*

**Monitoring Frequency:** *January*