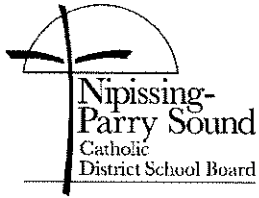


BOARD POLICY



POLICY:

EL 8

SUBJECT:

COMPENSATION AND BENEFITS

POLICY STATEMENT

With respect to employment, compensation and benefits to employees, consultants, contract workers and volunteers, the Director of Education shall not cause or allow jeopardy to fiscal integrity or to the Board's accountability for the prudent stewardship of public resources.

The Director of Education shall not:

1. Establish or change his/her own compensation and benefits.
2. Promise or imply guaranteed employment.
3. Establish current compensation and benefits for non-unionized employees that deviate materially from the geographic or professional market for the skills employed.
4. Establish or change pension benefits for non-unionized employees.
5. Create obligations over a longer term than revenues can be safely projected, but in all events subject to losses in revenue.

Monitoring: November	Method: Internal	Frequency: Annually
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Approval Date: 2005 11 29 (NPS 220-05)	Effective Date: 2016 12 21
Revision Date(s): 2009 10 27 (NPS 76-09) 2012 01 31 (NPS 12-12) 2016 12 20 (NPS 160-16)	Review Date(s): 2016 10 24 2017 11 28

Chair of the Board

Secretary of the Board

Distribution: