



District Employment, Compensation and Benefits

With respect to employment, compensation, and benefits to all employees of the District the superintendent shall ensure the fiscal integrity of the District while maintaining and promoting the public image of the district.

Accordingly, the superintendent shall:

- a. establish or maintain District human resource practices that provide clear direction to employees regarding the terms and conditions of their employment, including but not limited the term, compensation and benefits associated with such employment;
- b. establish current compensation and benefit practices which:
 - (i) are in accordance with any collective agreements in place at the relevant time, or such other compensation programs authorized by the Board for staff not covered by collective agreements;
 - (ii) create obligations over a term in which revenues can be safely projected;
 - (iii) minimize the risk of liabilities and unpredictable future costs;
 - (iv) provide a basic level of benefits to all full-time employees;
 - (v) avoid any potential for the loss of benefits by any employee where benefits have been in place or accrued from any previous District plan; and
 - (vi) are instituted in accordance with these provisions.
- c. maintain an employee and family assistance program available to all employees;
- d. appoint, designate or allow to continue only those individuals whose suitability, character, or commitment to the District is not in question.

Approved: October 23, 2006

Revised: _____

Reference: _____