



## **Staff Compensation and Professional Development**

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

Accordingly, the Superintendent shall not:

1. Change his or her own compensation or benefits.
2. Promise or imply employment, to any person, in a manner that is outside of the District's established process or statutory requirements.
3. Create obligations over a longer term than revenues can prudently be projected.
4. Fail to develop and implement salary schedules and pay plans for employees.
5. Fail to develop and implement compensation and professional development plans to attract and retain highly qualified staff.

**Monitoring Method:** Internal Report  
**Monitoring Frequency:** Annually