

Policy Type: Executive Limitations

Staff Compensation

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 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 based upon the criteria established by the Board in addition to education and prior experience
 - b. Provide that employees who fail to meet reasonable job expectations will face appropriate consequences
5. Fail to develop and implement compensation plans to attract and maintain top quality staff not covered by the negotiated agreement

Monitoring Method: Internal report
Monitoring Frequency: Annually in April

Fargo Public Schools Board of Education