



**Poudre School District
Board of Education Policies**

Policy Type: **Executive Limitation**
Policy No.: **EL 2.7**
Policy Title: **Compensation and Benefits**
Policy Date: Adopted September 11, 2006
Revised September 24, 2013
Monitoring: Frequency—Annual (June)

The Superintendent shall neither cause nor allow jeopardy to fiscal integrity or to public image through employment, compensation or benefits to employees, or independent contractors.

Among other things, the Superintendent shall not:

1. Change his or her own compensation and benefits.
2. Promise or imply permanent or guaranteed employment.
3. Establish compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
4. Create obligations regarding compensation and benefits over a longer term than revenues can be safely projected, in no event longer than one year and in all events subject to losses in revenue.
5. Establish or change benefits so as to cause unpredictable or inequitable situations, including those that:
 - a. Incur unfunded liabilities; or
 - b. Provide less than some basic level of benefits to all full time employees, unless differential benefits encourage longevity and District Ends performance.
6. Employ or contract with any member of the Board.