MANSON SCHOOL DISTRICT
BOARD POLICY

POLICY TYPE: EXECUTIVE LIMITATIONS #2g

POLICY TITLE: COMPENSATION AND BENEFITS

With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the Superintendent will not cause or allow jeopardy to fiscal integrity or to public image.

Further, without limiting the scope of the foregoing by this enumeration, the Superintendent will not:

1. Change the Superintendent's own compensation and benefits, except as the Superintendent's benefits are consistent with a package for all other employees;

2. Promise or imply permanent or guaranteed employment;

3. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed;

4. Deviate from nor fail to provide contractually agreed upon salary increases with employee groups or other benefits granted by the legislature; and

5. Create obligations over a longer term than revenues can be safely projected, or fail to establish provisions for modifying obligations in the event of revenue loss.

Reviewed 09/26/05 No Changes; Reviewed 09/28/09-No Changes; Reviewed 09/27/10-No changes; Reviewed 9/11-No Changes Reviewed 9/23/13-No Changes; Reviewed 09/29/14-No Changes-Reviewed 092815-No Changes. Reviewed 09/26/16-No Changes; Reviewed 09-25-17, No Changes; Reviewed 09-24-18 -1st Reading – Approved changes 10 29, 2018. Reviewed 09/23/19-No Changes. Reviewed 09/28/20-No Changes. Reviewed 09/27/21-No changes.

Manson School District

Monthly Policy Review-Worksheet

Policy: Executive Limitations II-2g Compensation and Benefits

Broadest Policy Statement	No Revision Needed	Revision Needed
With respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers, the Superintendent will not cause or allow jeopardy to fiscal integrity or to public image. Further, without limiting the scope of the foregoing by this enumeration, the Superintendent will not:		
1. Change the Superintendent's own compensation and benefits, except as the Superintendent's benefits are consistent with a package for all other employees.		
2. Promise or imply permanent or guaranteed employment.		
3. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.		
4. Deviate from the State salary schedule nor fail to pass through cost of living increases or other benefits granted by the State Legislature.		
5. Create obligations over a longer term than revenues can be safely projected, or fail to establish provisions for modifying obligations in the event of revenue loss.		

Comments:

Name:______________________________ Date of Review: September 26, 2022