Monitoring Report - Executive Limitations Policy
EL-5, Staff Compensation

BOARD POLICY EXPECTATION

With respect to employment compensation and benefits for employees, the Superintendent shall not fail to employ the highest quality staff at the most reasonable cost to the district, nor jeopardize the fiscal integrity or public image of the district.

CERTIFICATION

I hereby present my monitoring report on Executive Limitations Policy EL-5 "Staff Compensations" in accordance with the monitoring schedule set forth in board policy. I certify that the information contained in this report is true as of April 27th, 2010.

Mark Mansell, Superintendent

SUPERINTENDENT'S INTERPRETATION OF POLICY

I interpret staff compensations and benefits to be the compensation and support provided by the district to its employees in exchange for the services provided to accomplish the board's Ends policies. This effort manifests itself through the creation of equitable and appropriate wage schedules and benefit language within the negotiated agreements and in district policies.

REPORT

There are two specific areas described in this policy. The following will address each specific area of EL-5 as best as possible. At the time of this report, I believe that the district is in compliance with the Board's expectations.

1. ***The superintendent shall not change his or her own compensation and benefits, as evidenced by the annual contract and district records.*** **IN COMPLIANCE**
   The board approves the compensation and benefits for the superintendent through a written contract. The district fiscal officer and payroll clerk oversees the execution of the written contract and follows district policies and the state accounting manual for appropriately documenting all fiscal transactions, including superintendent compensation and benefits. State audits of these transactions also verify appropriate procedures and protocols are being followed.

2. ***The Superintendent shall not fail to recommend for board approval salary schedules that represent fair and competitive compensation for all employees.*** **IN COMPLIANCE**
   Each year, a recommendation is made to the board on wage/salary schedules for staff (typically in May or June depending on any contract negotiations and/or the budgeting timeline). This year due to the complicated legislative session that

included a month-long special session that just recently ended, these recommendations will most likely not be made until the June board meeting. Certificated staff (e.g. teachers) salaries are done according to the state salary schedule. District administrative staff salaries are recommended off of a district salary schedule that is based on the top wage of the teacher's salary schedule. For classified staff, the district uses the SIRS state-wide survey data to determine appropriate wages/salaries by comparing what our district pays relative to similar sized school districts around the state. The goal of this effort for classified staff is to make sure the wages we offer are maintained at just slightly above the average (mean) compensation for our employees relative to their peers throughout the state serving in districts of similar size (1,000 FTE to 1,999 FTE students).