

**Policy Type: Staff/Superintendent Guidelines**

**Staff Compensation**

The Superintendent shall not cause or allow jeopardy to the fiscal integrity or public image of the district with respect to employment compensation and benefits for employees, nor implement a policy in violation of any negotiated agreement.

Accordingly, the Superintendent shall:

1. Not change his or her own compensation and benefits.
2. Not promise or imply permanent or guaranteed employment.
3. Not create obligations over a longer term than revenues can be safely projected, in no event longer than one year.
4. Develop and implement salary schedules and pay plans for licensed/ certificated personnel that:
  - a. Compensate the district’s regular teaching personnel commensurate with at least the teacher’s education and prior experience.
  - b. Condition salary increments upon evidence of the continued professional growth of the teacher.
  - c. Recognize that, within the framework of state statutes, employees who do not comply with the requirements of the district and state may not be granted salary increases or they may not be retained on the staff.
5. Develop and implement compensation plans to attract and maintain top quality staff.
6. Develop and implement salary schedules and/or pay plans for classified personnel.
7. Develop and implement salary schedules and/or pay plans for administrative personnel.
8. Provide incentives for high performance.

[Adopted January 2016]

[Revised July 2024]

LAKE COUNTY SCHOOL DISTRICT R-1, LEADVILLE, COLORADO