

POLICY TYPE: EXECUTIVE EXPECTATIONS**POLICY TITLE: COMPENSATION AND BENEFITS**

The Superintendent shall make all staffing decisions, including recommended compensation and benefit packages, in a way that is consistent with the mission of EACS and that does not jeopardize the fiscal integrity of the District.

Accordingly, the Superintendent shall:

1. Make no promise, expressed or implied, of permanent or guaranteed employment to any individual.
2. Design a market-based compensation package for all EACS employees.
3. Provide the Board with sufficient data prior to submitting compensation and benefit packages for approval.
4. Authorize the payment of only the compensation and benefits that are approved by the Board.
5. Develop and maintain an evaluation tool for all EACS administrators to be used to recommend both potential salary increases and length of contract.