

Policy Type: Executive Limitations**Staff Compensation and Support Plans**

The Superintendent shall not fail to develop compensation (salaries and benefits) and support plans that adequately reward employees consistent with the applicable marketplace, with organizations of comparable size and type and within available resources.

Accordingly, the Superintendent may not:

1. Change his or her own compensation and benefits or contract terms.
2. Fail to establish a long-term teacher compensation and support framework, for the purposes of recruiting, developing and retaining high quality teachers on every AISD campus, that:
 - a. addresses compensation (salaries and benefits) and support (working conditions and professional development);
 - b. reflects the applicable marketplace to attract and maintain top quality staff;
 - c. considers those strategies that research indicates will yield the highest return on the investment;
 - d. includes a strong induction period for new teachers and those new to AISD;
 - e. promotes the continuous growth and instructional improvement of AISD teachers;
 - f. promotes equitable access across all campuses to experienced, effective teachers;
 - g. considers differentiated pay to recognize extended or exceptional skills and/or knowledge of strategic interest;
 - h. considers linking compensation to performance.
3. Fail to propose a budget that, within projected resources, incorporates implementation of the long-term teacher compensation and support framework, along with the Superintendent's rationale for the selection of investments.

Adopted: April 22, 2002

Revised: December 9, 2002, September 27, 2004

Monitoring Method: Internal report

Monitoring Frequency: Annually in August

Austin Independent School District Board of Trustees