

## Compensation and Benefits

### Policy 207

To: Board of Directors  
From: Janet Wyatt, Esq., Executive Director, Carbon Valley Academy  
Re: Internal Report on the Expectations of the Board – 207 Compensation and Benefits

*I hereby present my report on the Expectations of the Board through our Compensation Benefits, 207, in accordance with the monitoring schedule as set forth in Board policy. I certify the information in this report is true and accurate to the best of my knowledge.*

Signed:

Date: August 15, 2019

### Policy 207 – Compensation and Benefits

*Date adopted/Last Revised: October 12, 2017*

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

**Further, without limiting the scope of the foregoing by this enumeration, the Executive Director or his/her designee will not:**

- 1. Change the Executive Director's own compensation and benefits, except when his or her benefits are included in a package for all other employees.**
- 2. Fail to use At Will Employment agreements**
- 3. Establish current compensation and benefits that deviate significantly from the stated intent of the last paragraph of Policy 203, Treatment of Staff.**

*I interpret cause or allow jeopardy to the fiscal integrity or public image of the School to mean that I must ensure that School-funded personnel costs will not produce an unfunded obligation such that the school will not be able to meet its payroll and service payables. The School also conducts background and reference checks and completes CDE licensure verifications as appropriate in order not to impact negatively the school's public image by employing unqualified personnel.*



**The Executive Director will not:**

**2. Fail to use At Will Employment Agreements**

*I interpret at-will employment to be an employment relationship that can be terminated by either party at any time.*

All employment agreements were reviewed and revised as necessary by our outside legal firm, Bethke and Associates. All agreements between the Board and/or the School are at-will agreements.

**Conclusion: I Report:**                      **COMPLIANCE**                      **NON-COMPLIANCE**

**The Executive Director will not:**

**3. Establish current compensation and benefits that deviate significantly from the stated intent of the last paragraph of Policy 203, Treatment of Staff.**

*I interpret deviate significantly from the stated intent of the last paragraph of Policy 203 to mean salary plans and other financial enhancements, as part of total compensation, will align with our organizational value of providing employee compensation at a financially responsible level.*

*The last paragraph of Policy 203 states, “the Executive Director shall not fail to fully develop and implement a remuneration and development system for staff which advances individual student growth.”*

*I interpret fully develop and implement a remuneration and development system for staff which advances individual student growth to mean a salary schedule and a professional development/training schedule.*

**Data Reported:**

There is currently no set salary schedule in place for the fair and just treatment of staff. The creation of such a schedule is one of my top priorities for this school year.

The principal is responsible to a large degree for providing professional development opportunities designed to advance individual student growth. To this end, opportunities this year will occur the first Monday of each month with the exception of September where it will occur on Tuesday, and in December where none will occur. Potential topics include but are not limited to: Differentiated Instruction, understanding and implementing test data, strategies for teaching and reaching our English Language Learners, classroom management, and parent communication.

**Conclusion: I Report**                      **COMPLIANCE**                      **NON-COMPLIANCE**