



The Northwest Catholic
District School Board
SCHOOLS OF HOPE

GOVERNANCE POLICIES

Section	Number
EL	3.0

EXECUTIVE LIMITATIONS

Policy Title: Compensation and Benefits

Policy:

With respect to employment compensation and benefits to employees, consultants and contract workers, the Director of Education shall not jeopardize the Board's fiscal integrity or public image. Accordingly:

1. The Director of Education shall not violate collective bargaining agreements or the requirements of legislation.
2. The Director of Education shall not:
 - a) Promise or imply guaranteed employment.
 - b) Establish current compensation and benefits for non-unionized personnel that create obligations over a longer term than revenues can be safely projected and in no event, longer than four years and in all events subject to losses of revenue unless authorized by resolution of the Board.
 - c) Establish or change pension benefits which:
 - i) Cause unfunded liabilities to occur or in any way commit the organization to benefits that incur unpredictable future costs.
 - ii) Provide less than some basic level benefits to all full time employees.
 - iii) Are instituted without prior monitoring of these provisions.
3. The Director of Education may not appoint, designate or allow an individual staff member to continue in a position whose suitability, character, or commitment to the Board is in question.

4. The Director of Education may not establish or change his/her own compensation and benefits.

Cross Reference to Governance Policies / Administrative Procedures		<u>Date Approved</u> March 22, 2003	Legal/Ministry of Education Reference
			Education Act S285-286
Section OU	Number 1.0	<u>Date of Last Review</u> March 23, 2021	