



10/2/09 1000.2.8 EL Compensation and Benefits

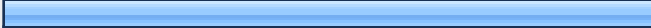
1. Rate superintendent's level of compliance with 1st part of EL 1000.2.8 presented 10/2/09: The superintendent will not jeopardize the fiscal integrity or the public image of the district with respect to employment, compensation, and benefits to employees, consultant, contract workers and volunteers.


		Response Percent	Response Count
Superintendent is compliant		100.0%	5
Superintendent is not compliant		0.0%	0
		<i>answered question</i>	5
		<i>skipped question</i>	0

2. Rate the superintendent's level of compliance with the 2nd part of EL 1000.2.8 presented 10/2/09: The superintendent will not change the superintendent's own compensation and benefits.

		Response Percent	Response Count
Superintendent is compliant		100.0%	5
Superintendent is not compliant		0.0%	0
		<i>answered question</i>	5
		<i>skipped question</i>	0

3. Should the board accept the superintendent's report from 10/2/09 on EL 1000.2.8?

		Response Percent	Response Count
Accept		100.0%	5
Not Accept		0.0%	0
		<i>answered question</i>	5
		<i>skipped question</i>	0

4. The Monitoring Report on this Executive Limitation is scheduled to come to the board annually. In future, is annual reporting on EL 1000.2.8 sufficient?			
		Response Percent	Response Count
Annually is sufficient		100.0%	5
Need more often		0.0%	0
		<i>answered question</i>	5
		<i>skipped question</i>	0

5. Additional comments on superintendent report of 10/2/09 EL 1000.2.8 Compensation and Benefits?			
		Response Count	
1. I was not present to participate in these discussions. Do we want to meet semi-annually, this first year only, to ensure Elaine and the board are comfortable with the this.			1
		<i>answered question</i>	1
		<i>skipped question</i>	4

**Yakima School District
Executive Limitations Monitoring Report**

**1000.2.8 Compensation and Benefits (Internal Annual)
Annual Internal – October 2, 2009**

<i>The superintendent will not jeopardize the fiscal integrity or the public image of the district with respect to employment, compensation, and benefits to employees, consultants, contract workers and volunteers. Furthermore, the superintendent will not change the superintendent's own compensation and benefits.</i>	In compliance
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Interpretation:

I interpret this to mean that the district will be maintaining fiscal integrity unless the district operates with registered warrants. The employee compensation and benefits, comparable to the local community or school districts in Washington State with similar student enrollment and demographics, will be established through appropriate procedures and factored into the annual budget. The school district annual budget is approved by the school board. Furthermore, the right to establish the Superintendent's compensation is specifically reserved to the Board.

Evidence of Compliance:

I certify that the Yakima School District is not using registered warrants and the compensation and benefits are comparable to the local community and/or school districts in Washington State with similar student enrollment and demographics. Also, the superintendent's compensation for the period from July 1, 2009 through June 30, 2010 has been established in writing by the Board for the inclusion in the superintendent's contract.