



COLLEGE POLICY

Policy Title	Compensation and Benefits
Policy number	1109
Date issued	9/21/2023
Responsible office(s)	District Board <i>Office that owns & administers the policy</i>
Keywords	Board; Executive Limitations

Policy purpose

Describes the Executive Limitations regarding compensation and benefits for Madison College District Board members

Policy

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

The CEO will not:

1. Change the CEO's own compensation and benefits, except as his or her benefits are consistent with a package for all other employees.
2. Establish current compensation and benefits that deviate materially from the geographic or professional market for the skills employed.
3. Establish or change retirement benefits so as to cause unpredictable or inequitable situations, including those that:
 - a. Incur unfunded liabilities.
 - b. Treat the CEO differently from other key employees.