

SOUTH ARKANSAS COLLEGE BOARD POLICY NO. 8

POLICY TYPE: EXECUTIVE LIMITATIONS

POLICY TITLE: *COMPENSATION AND BENEFITS*

With respect to employment, compensation, and benefits to classified, unclassified, faculty employees, the President shall not cause or allow jeopardy to fiscal integrity or public image.

Further, without limiting the scope of the foregoing by this enumeration, the President shall not:

1. Change his or her personal compensation and benefits.
2. Promise or imply permanent or guaranteed employment to faculty or unclassified staff hired after December 31, 1999.
3. Establish current compensation and benefits for non-classified staff and faculty which deviate materially from the geographic or professional market for the skills employed.
4. Establish or change pension benefits.
5. Fail to present a personnel report to the Board which includes recommended new hires of full-time employees since the last Board meeting.

Monitoring Report due: May (*Internal Report*)

Revised & approved by Board 3/27/2018