

## Superintendent Compensation

Superintendent compensation will be decided by the Board as a whole and based on District performance, executive market conditions, fiscal ability and public image.

1. District performance will be only that performance revealed by the monitoring system to be directly related to criteria given by the Board in policy.
2. Compensation will cover the entire range of salary, bonus, benefits, perquisites, and all other forms.
3. Compensation is to be competitive with similar performance within the marketplace while placing a substantial portion of the Superintendent's compensation at risk by tying it to *District Ends* achievement and compliance with *Executive Limitations* policies. The executive marketplace to be considered includes school districts of comparable size, challenges, and complexities.
4. A committee process may be used to gather information and to provide options and their implications to the full Board for its decision.

Adopted: September 25, 2007