

SHALER AREA SCHOOL DISTRICT

POLICY 010

SECTION: LOCAL BOARD PROCEDURES
TITLE: ADOPTION OF SUPERINTENDENT'S ANNUAL SALARY
ADOPTED: October 21, 1998
REVISED:

010. ADOPTION OF SUPERINTENDENT'S ANNUAL SALARY

1. Authority

The Board shall consider certain factors in determining the Superintendent's annual salary. The weight to be given each factor is discretionary with the Board. Those factors are:

- a. The formal annual evaluation of the Superintendent made by the Board.
- b. Years of experience and salary of School District Superintendents employed in the school districts of comparable size to the Shaler Area School District within the Western Pennsylvania area.
- c. The annual salary increases provided by the Board to administrators and professional employees within the school district.
- d. A verbal presentation or written proposal (if any) made by the Superintendent to the Board in support of a salary request.
- e. The overall financial status of the school district.
- f. Any other timely factors that may be considered pertinent by the Board.

2. Responsibility

The Board shall meet, annually, during the month of July in executive session to consider the factors above stated. The Director of Personnel Services and Director of Business Affairs shall ensure that the information required by the Board are made available to the Board for its consideration.

The Superintendent may request the opportunity to make a verbal presentation to the Board, or submit a written proposal for the Board's consideration. There is no requirement of the Superintendent to do either, unless so requested by the Board

After the Board has fully considered the above factors, it shall, by consensus, prepare a suggested agenda item to adopt the Superintendent's annual salary. Such proposal shall be reviewed by the Board President and Vice-President with the Superintendent and shall be placed on the agenda for formal consideration at the next regular monthly public meeting.

The Superintendent's annual salary, once established, shall be retroactive to July 1, and shall be in effect until the following June 30.

The Board retains sole and complete discretion to determine Superintendent's annual salary and related benefits.