

Medway Public Schools
Medway, MA

SCHOOL COMMITTEE POLICY

Policy #74

Administrators' Contracts and Compensation Plans

GENERAL POLICY

The School Committee believes that fair compensation plans are necessary to attract and retain highly qualified administrators to administer and provide the quality educational program it desires for Medway Public School students.

Central office administrators, directors, principals, and assistant principals (now referred to as administrators) shall be employed by the Medway Public Schools under individual contracts of employment. Said contracts shall be negotiated by the Superintendent of Schools and shall conform to the guidelines for compensation and benefits established in this policy.

SALARY

Salaries will be reviewed annually prior to July 1. The School Committee, with the advice of the Superintendent, will establish a range of compensation for each type of position based on the circumstances, dynamics, and requirements of each position and within the confines of the budget. Consideration may be given to individuals for exceptional performance as a basis for establishing merit increases for administrators.

The ranges of compensation for the various administrative positions for the 2008-2009 school year, which will become effective on July 1, 2008, are attached to this policy.

OTHER COMPENSATION

In addition to salary, the Superintendent may consider other forms of compensation for services during negotiations with administrators. The following is a list of other benefits that the Superintendent may consider offering to administrators as part of a total compensation package.

- Annual buy back of accumulated, unused vacation days at a maximum of fifteen (15) days
- Tuition reimbursement
- Conference/Convention reimbursement
- Travel expenses

First Reading: **June 19, 2008**

Adopted: **July 10, 2008**