

# Superintendent Contract Proposal

Approved by Board on 6-9-2021

Kyle Mayer  
Final

Contract Dates: July 1, 2021-June 30, 2024

2021-2022

Beginning Base Salary	\$	186,000	
One time movement on the base	\$	22,420	
annual increase (2% on base/1% market) per wage and salary report	\$	5,580	3% based on \$186,000
New Base Salary	\$	214,000	
Merit Pay-% determined annually per district schedule	\$	3,720	2% based on \$186,000

OAI/SD schedule : Level 24/minimum  
Annuitly-roughly 10% of salary  
Full insurance benefits available

\$	21,000
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Total Compensation

\$	238,720
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Additional Comp:

<b>Add'l Life Insurance</b>	\$	200,000
<b>Personal Days:</b>		3
<b>Vacation Days: granted each year</b>		25
<b>Sick Days: per district policy (30)-not available for cash payout</b>		

Make sure the contract states this

Support for the changes:

1. The recommended salary increase is 3.0% of Total Adjusted Base Salary. This amount will be added to base salary.-this matches what we are giving to staff per the wage and salary report
2. Contract is for three years. Extended the contract one year.
3. Additional comments:
  - \* Increase on base due to the recent market changes in the area and the state
  - \* Increase percentage amount is in line with amount established for high-performing staff and administrative personnel.
  - \* Range for Superintendent: Minimum: \$191,048; Mid-Point: \$254,731; Maximum: \$318,414
  - \* Adjustment and overall salary is fair compared to regional leaders and economic realities.
  - \* Contract is kept simple and about one page in length.
  - \* Merit Pay is awarded at 2.0% and based on the Superintendent's performance evaluation which was outstanding - He received 5's in all areas evaluated by the Board of Education.
  - \* Student Growth rating: effective
  - \* The Board's desire is to retain the Superintendent and continue to benefit from the excellent leadership experience and expertise.

Approved by: *Carrie Stapp*  
6/9/21