

## **Big Walnut Board of Education Compensation Philosophy**

We believe a talented Superintendent and Treasurer are necessary to tackle the growing challenges of the Big Walnut District. We require leadership that must be experts in education who are also capable of managing growth challenges that are unique to most of the State of Ohio, if not the Midwest.

We strive to be an attractive place for talented leaders by providing a combination of salary and benefits that are competitive in the marketplace, as well as a work environment that offers ample opportunity for responsibility, accountability and professional growth.

The Board's primary objective is to discourage successful Superintendents and Treasurers from making voluntary, lateral career moves purely for financial gain.

We believe we can achieve this goal with the following guiding principles:

- Focus compensation packages to slot between Delaware County, larger city school Districts, and ahead of less-populated, more rural Districts within Delaware, Union and Licking Counties.
- Remaining competitive with Districts within the Ohio Capital Conference with Districts of similar enrollment size and District complexities.
- Remaining competitive with Districts of similar enrollment size and complexities in the Central Ohio area.

These guidelines influence the compensation decisions made by the Board. The guidelines are reviewed, along with the data that inform them, with every contract decision made by the Board.