

Proposed Total Board-Paid Compensation Package for
Superintendent's Contract

(July 1, 2026 to June 30, 2029)

Salary: For 2026-2027, the salary is \$335,000. For 2027-2028 and 2028-2029, the salary is increased by the percentage increase awarded to the District's teachers for BA Step 1 for the corresponding school year, as reflected in the then-current CBA.

TRS and THIS contributions: Member contributions are Board-paid. The District does not establish the required TRS/THIS member contribution rates, and the rates are subject to change. For 2025-2026, the required TRS contribution for members is 9.0% of salary (with an add-on factor of 9.8901% of salary for Board-paid TRS member contributions) and the required THIS Fund contribution for members is 0.9% of salary.

Insurance Benefits: Health, dental, vision, long-term disability, and accidental death insurance coverage is provided on the same terms and conditions applicable to other certificated staff. Term life insurance is provided, with a benefit amount of \$500,000.

Cell Phone: Provided or paid

Benefit Days:

- 20 vacation days annually, with the option to cash in up to 10 days per year
- 3 personal days annually
- Sick days: Equal to the number of days provided to teachers under the then-current CBA

Non-Elective 403(b) Contribution: \$15,000 annually