FEDERAL WAY
PUBLIC SCHOOLS

POLICY TITLE: SUPERINTENDENT COMPENSATION APPROACH	POLICY SECTION: BOARD/SUPERINTENDENT RELATIONSHIP	POLICY NO: B/SR-8
APPROVED BY: BOARD	REGULAR BOARD POLICY REVIEW FREQUENCY: EVERY TWO YEARS (EVEN YEARS)	BOARD MONITORING OF BOARD COMPLIANCE FREQUENCY: EVERY TWO YEARS
DATE APPROVED: SEPTEMBER 28, 2010	DATE REVIEWED/REVISED: SEPTEMBER 13, 2016, SEPTEMBER 27, 2016, NOVEMBER 14, 2018, JUNE 2, 2020, AUGUST 26, 2022, AUGUST 22, 2024, AUGUST 27, 2026	

B/SR-8 Superintendent Compensation Approach

The Board is responsible for determining the approach to compensation for the Superintendent. The Superintendent's Compensation Approach is based on the expectations of the Superintendent role outlined in Ends and Executive Limitations Policies and summarized in the Superintendent Role Expectations Policy. The compensation for the Superintendent includes:

- A base salary.
- A reasonable cost of living increase.
- The potential for an annual bonus based on results achieved.
- Appropriate funds to support Superintendent continuing education and development.
- Vacation allotment.
- Benefits program.
- Personal computer, remote access support, and appropriate technology to support the role.
- Severance package formula.

The Superintendent compensation package will be based on:

- FWPS financial capacity.
- Scope of this role (accountability).
- Current, comparable market rates.
- Historical levels.
- Achievement of Board policies and the corresponding Superintendent Ends Interpretation (including the Strategic Plan and Key Milestones).

The Board of Directors will administer this policy at the time of a new hire and will administer this policy throughout the life of the employment agreement.

The Superintendent Performance Appraisal Sub-Committee** will be responsible for:

- Identifying historical and current, comparable market rates.
- Facilitating and carrying out the negotiations of the initial Employment Agreement (using the Superintendent Standard Employment Agreement as a framework) for approval by the Board.
- Managing the terms to be negotiated throughout the life of the employment agreement.
- Implementation, on an annual basis, of the Superintendent Compensation Approach Policy.

**Definitions: The Superintendent Performance Appraisal Sub-Committee is a sub-committee of the Board and is made up of the Board President/Chair, and the Vice President for the year related to the year of the Performance Appraisal.