

MERIT COMPENSATION FOR ADMINISTRATIVE STAFF

The Natick School Committee recognizes the importance of administrators to the success of students and the school system. It also recognizes the fundamental connection between authority and accountability. The authority that administrators are given in the discharge of their duties must be accompanied by accountability for the attainment of specified outcomes. Consistent with this, the Committee establishes, as a matter of policy, performance as the sole basis for the evaluation and compensation of administrators.

Accordingly, the Superintendent of Schools is hereby directed and authorized to develop and implement a performance-based evaluation and compensation program for all building level and system-wide non-bargaining unit administrators. The primary goal of this program will be to create an environment in which the administrative team is motivated to attain higher performance levels, both as a group and as individuals, in order to provide opportunities for all students to succeed to the very best of their ability.

Salary ranges, experience levels, and conditions of employment are to be regionally competitive so as to attract and retain the best administrators available. Degree of responsibility and job complexity are to be factors in establishing these ranges, and provisions are to be made for periodic review and adjustments based on the regional market and economic conditions. The performance-based evaluation and compensation program is to be a merit system, with performance on job accountabilities and the attainment of mutually accepted goals as the sole merit increases. Provisions are also to be made to encourage innovation and furnish opportunities for special contributions to the school system, through the designation of exemplary performance.

Merit does not have to be applied based on financial considerations, but the decision rests with the superintendent and will be tied to the evaluation tool and performance standards.

ADOPTED: