

Joseph City Unified School District No. 2

FY 2026-27 Superintendent Performance Pay Goals

Presented to the Governing Board, October 13, 2026, for discussion and possible approval

Under section 3.2 and Exhibit A of the Superintendent's Employment Agreement and A.R.S. 15-341, performance pay of up to 3% of annual base salary is paid in addition to base salary. Nothing is withheld from salary. It is divided into three goals worth 1% each. The Board decides by majority vote whether each goal was met, and each goal is paid on its own. Exhibit A calls for goals to be set by September 1. These are presented now to meet that requirement for FY 2026-27.

Goal 1, worth 1% of base salary: Fiscal Responsibility

- Spending through May 31, 2027 stays within the adopted budget, shown on the budget-to-actual report presented June 8, 2027.
- A budget-to-actual report is presented at every regular Board meeting.
- A revised Support Staff pay schedule is adopted before the January 1, 2027 minimum wage increase.

Goal 2, worth 1% of base salary: Review every Board policy with the Board

- Every section of the policy manual is reviewed in a Board workshop by May 14, 2027.
- Every section is brought to the Board for adoption by June 8, 2027.

Goal 3, worth 1% of base salary: Keep the Board informed

- A written update is sent to all Board members each week school is in session, by the end of the last school day of that week. Weeks of Thanksgiving, winter and spring break, and weeks in which the Superintendent is on approved leave, are excluded.
- A written 100-day plan report is presented to the Board by January 12, 2027.
- A mid-year progress report on all three goals is presented to the Board in January 2027.

Evaluation and payout

- The Board decides whether each goal was met at the June 8, 2027 regular meeting.
- Each goal met pays 1% of base salary, which is \$1,150 at the FY27 base of \$115,000. The most that can be earned is 3%, or \$3,450.
- Payment is made in the next regular pay period after the Board's vote, and no later than June 30, 2027, as required by Exhibit A.

Approved by the Governing Board on _____, 2026.

_____ President

_____ Superintendent