

# Goals

## **District:**

1. SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.
2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.
3. SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.
4. SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.
5. SSAISD will collaborate with parents and the community to ensure all students receive a gold standard education.
6. SSAISD will provide supplemental support and resources to low performing campuses.

## **Superintendent:**

5.1 Salary. The Superintendent shall be paid a base salary of \$270,000.00 per year for 226 days of service. The salary shall be paid in twelve equal installments in each year of this Contract. The District shall provide the Superintendent a 5% increase in his base salary for achieving an "A" or above for overall district accountability rating from TEA in each year of this Contract. The District shall provide the Superintendent a 4% increase in his base salary for achieving an "B," exclusive of any other rating, for overall district accountability rating from TEA in each year of this Contract. The District shall provide the Superintendent a 3% increase in his base salary for achieving a "C," exclusive of any other rating, for overall district accountability rating from TEA in the first two years of this Contract, after which he will be ineligible for any base salary increases for "C" ratings. In the event that the Superintendent achieves a "C" rating for overall District accountability rating from the TEA in year three, four, or five of his Contract, the District shall provide the Superintendent the same cost-of-living increase it provides District-wide, if any.

5.4 Financial Integrity Rating System of Texas ("FIRST") "90" Rating. The District shall pay the Superintendent performance pay of \$15,000.00 for an annual FIRST Financial Rating of 90 or above. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

5.5 Financial Integrity Rating System of Texas ("FIRST") "81" Rating. The District shall pay the Superintendent performance pay of \$12,000.00 for an annual FIRST Financial Rating of 81 or above. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

5.6 District "A" Rating. The District shall pay the Superintendent performance pay of \$10,000.00 for achieving an "A," exclusive of any other rating, for overall district accountability rating from TEA. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

5.7 District "B" Rating. The District shall pay the Superintendent performance pay of \$8,000.00 for achieving a "B," exclusive of any other rating, for overall district accountability rating from TEA. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

5.8 District "C" Rating. The District shall pay the Superintendent performance pay of \$6,000.00 for achieving a "C" for overall district accountability rating from TEA. The Superintendent is eligible for this performance pay in the first two years of this Contract, after which he will be ineligible for any performance pay for "C" ratings. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.

5.9 Average Daily Attendance. The District shall pay the Superintendent performance pay of \$5,000.00 for District-wide average daily attendance of 90% or above at the end of each academic year. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation by the District for purposes of TRS, to the extent permitted by TRS.

5.10 Annual External Audit. The District shall pay the Superintendent performance pay of \$5,000.00 for each annual external audit that concludes the District has no material weaknesses in its finances. This additional performance pay shall be paid to the Superintendent at the end of each academic year, if met, and shall be reported as creditable compensation" by the District for purposes of TRS, to the extent permitted by TRS.