



Catalina Foothills Unified School District #16  
2101 E. River Road, Tucson, AZ 85718  
(520) 209-7500 (520) 209-7570 FAX [www.cfsd16.org](http://www.cfsd16.org)

## **BOARD AGENDA ITEM**

**ITEM NO: 7.6**

**BOARD MEETING DATE:** Tuesday, June 10, 2025

**NEW BUSINESS ITEM:** Approval of Superintendent's Performance Pay

**SUBMITTED BY:** Amy Krauss, President

**PRESENTED BY:** Amy Krauss, President

---

In 2011, the Governor signed A.R.S. 15-341(A)(40) to ensure "the contract for the superintendent is structured in a manner in which up to 20% of the total annual salary included for the superintendent in the contract is classified as performance pay." The law allows a school district governing board to implement its own procedure for determining the superintendent's performance pay. At the July 29, 2011, special meeting of the governing board, implementation of an alternative procedure for determining performance pay for the superintendent in accordance with A.R.S. 15-341(A)(40) was passed. Item 6 of the superintendent's contract stipulates procedures regarding the superintendent performance pay as follows:

**PERFORMANCE PAY:** During each fiscal year of this Contract, in addition to the Base Salary and other compensation paid to the Superintendent, the District shall set aside five thousand dollars (\$5,000) as contingent performance pay monies. The Superintendent shall earn performance pay monies based on her progress on and/or achievement of agree-upon goals, as follows: During July and/or August of each year of this Contract, the Superintendent and Board shall establish agreed-upon goals for the Superintendent. Between May 20 and June 20 of each year of the Contract, the Superintendent shall be rated on a scale of 0% to 100% with respect to whether, overall, she has demonstrated appropriate progress with respect to, and/or has achieved, the agreed-upon goals. The rating will be reflective of a single vote of the

Governing Board. The Superintendent will be paid performance pay monies based on this percentage rating multiplied by the five thousand dollars (\$5,000) of performance pay monies set aside for that fiscal year. Performance pay monies shall be paid to the Superintendent in a lump sum, subject to customary deductions, on or before June 30 of each fiscal year.

---

**RECOMMENDED MOTION: I move the governing board approve the 2024-2025 performance pay for the superintendent in the amount of \$\_\_\_\_\_, as presented.**