

FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT

Plan and Results for Performance-Based Salary Payments to Superintendent
2008-2009 Contract Year

This third addendum to superintendent's contract is made and entered into effective as of **January 15, 2009**, by and between the Jefferson County School District No. R-1 ("District"), acting through its Board of Education ("Board") and Cynthia Stevenson ("Superintendent").

WHEREAS, Paragraph 4 of the Superintendent's Contract provides that the Board and Superintendent shall cooperatively develop a plan for performance-based salary payments; and

WHEREAS, Paragraph 4 of the Superintendent's Contract further provides that the plan for performance-based salary payments provide the opportunity for the Superintendent to earn additional salary of up to \$20,000 annually upon the determination by the Board that the Superintendent has met or exceeded goals and objectives jointly developed by the Superintendent and the Board; and

WHEREAS, the Board and the Superintendent have discussed the following goals, measurements and compensation and agree that, for the 2008-2009 contract year, these goals adequately incorporate the goals referenced in Paragraph 4 of the Superintendent's Contract.

THEREFORE, The District and the Superintendent agree to the following plan for performance-based salary payments for the 2008-2009 contract year.

1. **Goal:** To ensure all students demonstrate achievement of academic content standards and receive appropriate interventions to meet or exceed academic content standards.

Measurement and Compensation: The Superintendent may earn up to \$14,000 additional salary for improvement of student performance to be measured and compensated as follows:

- A. Improved CSAP performance based upon the District's 63 measurable targets.

\$8,000	80% (50) or more of targets met.
\$6,000	60% (37) to 79% (49) of all targets met.
\$4,000	50% (31) to 59% (36) of all targets met.

**Results: 46 Targets were met. CSAP targets included both status and growth targets.
Compensation: \$6,000**

B. The following key indicators of student success shall increase in the District:

\$750 80% of all schools shall be accredited.

Results: Data not available.

\$750 Jeffco Schools retains its "Accredited Status."

Results: Data not available.

\$750 90% of AYP targets will be met.

Results: 88.9%.

\$750 The percentage of 8th graders completing Algebra will increase from 41.7%.

**Results: 44.1%.
Compensation: \$750**

\$750 The district percentage of 8th graders who demonstrate proficiency on the technology benchmarks will increase from 61%.

Results: 58%.

\$750 The 2008 graduation rate for neighborhood schools will increase from 83%.

Results: 83.1%, but down from 88.7%.

\$750 The percentage of minority students enrolled in Advanced Placement classes shall increase from 11.4%.

**Results: 11.9%.
Compensation: \$750**

\$750 The percentage of students meeting "college readiness" benchmarks on ACT will increase on at least two of four measures from the following

English: 67%, Math: 44%, Reading: 52%,
Science: 30%.

**Results: English (70% from ACT) (65.8% from AYP).
Math (47% from ACT) (43.9 from AYP).
Reading (55% from ACT) (52.9% from AYP).
Science (33% from ACT) (29.3% from AYP).**

2. **Goal:** to begin the process of developing and implementing models for measuring the academic achievement of individual students over time.

Measurement and Compensation: The superintendent will earn up to \$1,750 additional salary for her work with staff to develop valid models for measuring the academic achievement of individual children over time.

- A. **\$1,000** for continuing implementation of the I(2)A Progress Monitoring system to measure academic achievement of individual students from benchmark assessment to benchmark assessment. The system should be fully implemented in the fall of 2009 depending upon funding allocated during the budget process.

**Results: I(2)A has been implemented in all articulation areas.
Compensation: \$1,000**

- B. **\$750** for integration of the state growth model into the district accreditation system.

**Results: Academic achievement of students over time has been incorporated into the school accreditation plan. Rubrics measure the growth of all students using the Colorado Growth Model.
Compensation: \$750**

3. **Goal:** to implement the district budget with the reductions approved by the Board of Education.

Measurement and Compensation: The superintendent will successfully implement the direction for budget reductions of the Board of Education by July 1, 2009. Successful implementation will result additional compensation of **\$250**.

**Results: Budget reductions were implemented in 2008-2009.
Compensation: \$250**

4. **Goal:** to implement the new review panel for non-renewal of probationary teachers and expand the use of the new probationary teacher evaluation system for both first and second year teachers.

Measurement and Compensation: The superintendent will respond to recommendation made by the new review panel in spring of 2009 and ensure that the probationary teacher evaluation is expanded to all first and second year teachers in the 2009-2010 school year. Accomplishment of this goal will result in additional compensation of \$500.

**Results: The panel was implemented and gave recommendations to the superintendent. All recommendations were adopted.
Compensation: \$500**

5. **Goal:** to increase positive responses on the Employee Survey.

Measurement and Compensation: The superintendent may earn up to \$2,500 additional salary for improvement of employee perceptions as measured by the Employee Survey. Eight targets are included in the strategic plan. The superintendent shall be compensated as follows:

- A. Increases in the 8 measurable targets on the Strategic Plan will result in:
- | | |
|-------|-------------------------------|
| \$500 | 4 or more of the targets met. |
| \$250 | 2 or 3 targets met. |

**Results: 8 targets were met.
Compensation: \$500**

- B. Increases in mean scores on the Employee Survey as follows:
- | | |
|---------|---|
| \$2,000 | 50% or more of the questions will see an increased mean score or a maintained mean score of over 4. |
| \$1,000 | 30% to 49% of the questions will see an increased mean score or a maintained mean score of over 4. |

**Results: 97% of comparable items improved between 2006 and 2008.
Compensation: \$2,000**

6. **Goal:** to continue to develop district leadership.

Measurement and Compensation: The superintendent shall continue to lead the program for leadership development for three groups including central leadership, principal preparation, and leadership for teachers aspiring to be administrators. At least two of the three groups will have an 80% positive response to the question: "The cohort process has been supportive of my leadership development." The superintendent may earn \$1,000.00 for implementation and successful survey results.

Results: All groups had over 80% approval.
Compensation: \$1,000

Total Compensation: \$13,500

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

By: *Susan A. Marinelli*
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President, Board of Education

Attest:

Richard G. Rush
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Secretary/Treasurer, Board of Education

Cynthia Stevenson
Cynthia Stevenson
Superintendent of Schools

