

FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT
Plan For Performance-Based Salary Payments to Superintendent
2006-2007 Contract Year

THIS FIRST ADDENDUM TO SUPERINTENDENT'S CONTRACT is made and entered into effective as of October 1, 2006, 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 2006-2007 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 2006-2007 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 \$10,000 additional salary for improvement of student performance to be measured and compensated as follows:

- A. Improved CSAP performance based upon the District's 40 measurable targets.

\$8,000	80% (32) or more of targets met.
\$6,000	70% (28) to 79% (31) of all targets met.
\$4,000	50% (20) to 69% (27) of all targets met
- B. The following key indicators of student success shall increase in the District:

\$500	The percentage of 8 th graders enrolled in Algebra shall increase by 2% from 32.8% to 34.8%.
-------	---

\$500	The percentage of 9 th graders who successfully complete English/Language Arts with a C or better will increase by 2% from 70.2% to 72.2%.
\$500	The 2007 graduation rate for neighborhood schools will increase to 85%.
\$500	The percentage of students scoring 18 (College Ready) or above on the ACT will increase by 2% from 71.5% to 73.5%.

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 \$8,000 additional salary for her work with staff to develop valid models for measuring the academic achievement of individual children over time. The model(s) will be presented for review by the Board of Education by the end of the 2006-2007 school year. Accomplishment of this goal will be compensated as follows:

- A. \$4,000 for development of a “progress monitoring” model for measuring the academic achievement of individual students from year to year.
- B. \$4,000 for development of a “longitudinal” or “growth” model for measuring the academic achievement of individual students from year to year.

3. **Goal:** to develop a plan for staff development for both administrators and teachers.

Measurement and Compensation: The Superintendent will develop a plan for staff development for administrators and teachers to be presented for review by the Board of Education by the end of the 2006-2007 school year. Accomplishment of this goal will result in additional salary to the Superintendent of \$2,000.

JEFFERSON COUNTY SCHOOL DISTRICT NO. R-1

Attest:

 Scott D. Benefield
 Secretary, Board of Education

By: _____

Jane Barnes
 President, Board of Education

 Cynthia Stevenson,
 Superintendent of Schools