

**WINDHAM SCHOOL  
DISTRICT**

**NUMBER:** SD-07.60 (rev 2)  
**DATE:** September 21, 2023  
**PAGE:** 1 of 2  
**SUPERSEDES:** SD-07.60 (rev 1)  
August 17, 2021

# **SUPERINTENDENT DIRECTIVE**

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**SUBJECT:** PRINCIPAL ACCOUNTABILITY BONUS

**AUTHORITY:** WBP-03.02, “Windham School District Superintendent Responsibilities and Authority”

**APPLICABILITY:** Windham School District

## **EMPLOYMENT AT WILL CLAUSE:**

This policy does not constitute an employment contract or guarantee of continued employment and does not create a legally enforceable interest or limit the superintendent’s authority to implement personnel policies. Windham School District (WSD) reserves the right to revise this policy at any time.

## **POLICY:**

Principals of Windham School District may be eligible to receive an accountability bonus in recognition of superior campus achievements.

## **PROCEDURES:**

I. The amount of an accountability bonus is determined by the prior school year’s accountability score:

A score = \$3100.00  
B score = \$2100.00

A bonus will be included as a lump sum with regular payroll the month following the school year’s final accountability score calculations.

II. Eligibility

- A. Must be a WSD principal for a full contract year.
- B. Must not have disciplinary action during the contract year.

- C. Eligibility for principals with multiple campuses:
1. Each campus must earn an A or B score.
  2. The bonus amount will be determined by averaging the bonus amounts attributed to each campus's score.

Examples:

A principal with two campuses, one A score and one B score, may be eligible for a \$2600.00 bonus.

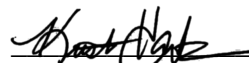
$$(\$3100.00 + \$2100.00) \div 2 = \$2600.000.$$

A principal with three campuses, two A scores and a B score, may be eligible for a \$2767.00 bonus.

$$(\$3100.00 + \$3100.00 + \$2100.00) \div 3 = \$2767.00$$

### III. Accountability Bonus Committee

- A. Each year in which principals are eligible for an accountability bonus, a committee will consider the eligibility and campus accountability scores of:
1. principals who change campuses during the schoolyear; and
  2. principals whose campus(es) have unique or special populations or other possible reasons for alternative accountability.
- B. The committee will be co-chaired by the division director of operations and the division director of instruction who will designate three administrators as members.
- C. The superintendent will determine eligibility for and the allocation of a bonus upon on the recommendation of the committee. The decision of the superintendent is final.
- III. This policy provides no guaranty of the availability of an accountability bonus. The superintendent may discontinue accountability bonuses at any time for any reason.



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Kristina Hartman, Ed.S.  
Superintendent  
Windham School District