Terms of Superintendent’s Incentive Bonus Program

1. The Superintendent must obtain an aggregate rating of at least a Level III (Proficient) on his evaluation to be eligible for an incentive bonus.

2. The Superintendent must be deemed by the board of education to be in good standing with respect to the fulfilment of his duties and responsibilities as explicitly indicated in Section I, Item(s) 4A i-x of his employment contract.

3. The Superintendent must be deemed by the board of education to be making affirmative progress toward achieving the RCPS Board Goals as indicated and/or amended for a given year of the Superintendent’s employment contract.
   a. Increase content mastery/achievement as measured by the aggregate CCRPI
   b. Increase progress/growth as measured by the aggregate CCRPI
   c. Decrease the millage rate and increase fund balance
   d. Secure passage of the 2018 ESPLOST Referendum
   e. Accelerate the completion of facilities projects designed to improve and/or enhance school safety
   f. Keep the board of education informed of Superintendent’s productivity (Weekly Board Brief)
   g. Sustain effective communications with school and community-based stakeholders
   h. Expand advisory opportunities for school and community-based stakeholders
   i. Review existing programs and practices to determine effectiveness
   j. Enlist a multiple-measures approach to data analysis to prioritize constructive change initiatives
   k. Review and revise as warranted our RCPS Strategic Plan 2017-2022 to ensure a laser focus on a few high impact and high yield priorities
   l. Review and revise as warranted our RCPS Strategic Waiver to ensure maximum district latitude with regard to relevant policy
   m. Continue to achieve the highest recognition possible as a board from GSBA and other entities

• Note: The Superintendent is not required to have achieved all the indicated incentive bonus terms in a single contract year to be deemed eligible for an increase in salary of up to 5%. The board merely has to determine that the Superintendent has satisfactorily met a sufficient number of relevant terms within a given contract year to be eligible for a discretionary increase of up to 5%.