

## 303.4 - Administrator Salary and Other Compensation

**Adoption Date:** 06/22/2021

**History:** 2/8/22 (reviewed), 12/13/22 (reviewed), 11/14/23 (reviewed), 11/12/24 (reviewed), 11/11/25 (reviewed)

The board has complete discretion to set the salary **and benefit structure** of the administrators, **and board members shall participate in the meet and confer process with administration on an annual basis**. It is the responsibility of the board to set the salary and benefits of the administrators at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the administrators. The salary will be set at the beginning of each contract period.

~~In addition to the salary and benefits agreed upon, the administrator's actual and necessary expenses will be paid by the school district when the administrator is performing work-related duties. The board will approve the payment of other benefits or compensation over and above the administrator's contract. Approval of any changes in the financial value of benefits and other benefits or items of an administrator's compensation will be included in the records of the board in accordance with board policy.~~

**In addition to the salary and benefits agreed upon, the school district may reimburse an administrator for work-related expenses as provided by law and applicable board policy. The board will determine, through the audit and allow process, whether such expenses were actual and necessary and incurred in the performance of official duties in order for them to be approved for reimbursement.**

**Policy References:**

Legal Reference:

Iowa Code § 279.21.