



Superintendent: Pamela A. Martens, Ph.D.  
 Trustees:  
 Gary De Smet  
 Nicole Abaté Ducarroz  
 Daniel Gustafson  
 Camerino Hawing  
 Helen Marsh

**Date:** November 24, 2009

**To:** All Staff

**From:** Pam Martens                      Justin Frese  
 Superintendent                      Assistant Superintendent, Business

**Subject:** Senior Management Compensation

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As the school district continues to struggle with budget reductions, senior management compensation is often asked about. While this information is public knowledge, it is not easily discerned without looking at two different salary schedules and two separate contracts. With the intention of transparency, the following information has been assembled and is being made available on the district website.

Position		Salary	District Paid Medical Benefits	Car Allowance	Professional Dues	Travel and Conference	Total
Superintendent	Individual Contract	\$168,861	\$6,231	\$4,800	\$1,630	\$2,500	\$181,322
Asst. Superintendent, Business	Individual Contract	\$132,909	\$15,353	\$4,800	\$1,169		\$154,231
Director, Curriculum	Salary Schedule B	\$104,325	\$16,715	\$1,800			\$122,840
Director, Human Resources	Salary Schedule A	\$120,988	\$0	\$1,800			\$122,788
Director, Student Services	Salary Schedule A	\$119,988	\$0	\$1,800			\$121,788