

SY 22-23
LACS Executive Director Salary
and Bonus Structure

**This document & Executive Director goals should be reviewed & adjusted by the Executive Director & Executive Director Committee annually at the start of the fiscal year.*

Executive Director Base Salary

- Executive Director’s Base Salary should be reviewed and adjusted annually by the Executive Director (“ED”) and Executive Director Committee (“EDC”).
- The ED & EDC should consider market rate, experience, budget and the financial health of the organization when determining an appropriate salary.
- Based on the above factors, the EDC will bring a suggested salary to the Board for vote at the end-of-year Board Retreat (no later than July 1st).

Executive Director Annual Increase and Bonus Structure

- The Executive Director will qualify for an annual COLA allowance of at least 3% as well as a potential 10% Performance Bonus, provided the budget allows for such an increase. The ED’s Performance Bonus should be based on the following structure:

10% Annual Bonus* Structure	
Standard	Meets = 1% Exceeds = 2 %
Student Achievement: LACS will earn, on average, 75% of the possible points on the DESE accountability report	EDC suggests:
Management & Operations: LACS will make progress towards the successful launch of a High School in 2021 and successfully obtain a charter renewal	EDC suggests:
School Culture: 60% of students and teachers report LACS is a safe and supportive	EDC suggests:

learning environment	
Parent & Family Engagement: 80% of families complete LACS surveys & 60% report LACS is meeting the academic and social-emotional needs of their students	EDC suggests:
Professional Culture: 100% of teachers and staff take the survey and LACS retains at least 80% of its teachers rated effective or highly effective	EDC suggests:

- The EDC will review & track the ED's performance throughout the year and if appropriate, will bring a suggested Performance Bonus to the Board for vote at the end-of-year Board Retreat.
- A final bonus will be determined after MCAS/ACCESS scores are released, no later than November 1, for the previous year's performance.