



## Whakatane Intermediate School Board of Trustees **Principal Remuneration Policy**

### **Purpose**

To establish clear understandings on the matter of establishing and reviewing principal remuneration in terms of the principal's employment contract and funding the Board receives for the principal's base salary and supplementary payments related to the confirmed September roll.

### **Objectives**

1. The principal is paid the base salary in accordance with the Individual Employment Contract.
2. Supplementary payments are negotiated between and Board and the principal at the time of the principal's appointment. The principal has the opportunity annually to renegotiate the method of delivery of the supplementary payment.
3. When considering a pay increase for the principal, the Board takes into account:
  - An appropriate performance of the Principal's Interim Professional Standards;
  - Achievement of annual performance targets;
  - Updated skills and/or qualifications gained;
  - Increased responsibilities.
4. All allowances are paid as per the Primary Teachers' Collective Employment Contract and the Principal's Individual Employment Contract.
5. Payment for expenses and professional development is negotiated annually between the Board chairperson and principal. Recognition is the achievement of Performance Targets is to be a consideration.

### **Effectiveness Self-Review**

- 1 This policy will be reviewed in accordance with the board's triennial programme of self-review, and the review report will be available to members of the school community after it has been approved by the board.
- 2 The review will be conducted in the form of a **board and principal** survey, using the objectives listed above as the criteria for determining effectiveness of the policy in action.

**March 12, 2017 version adopted**

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Chairperson

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Principal

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Date