

POLICY RELATING TO PERSONNEL MANAGEMENT

BONUS INCENTIVE PAY

The Wachusett Regional School District permits the payment of bonuses* under the following terms:

The Superintendent may agree to provide an annual performance incentive up to a maximum of the lesser of \$1,000 or 2% of the employee's annual salary for employees with whom the Superintendent has an employment contract on the following conditions:

- The employee and the Superintendent shall agree upon, or the Superintendent shall identify, a set of objectives including measurable outcomes for the employee on an annual basis.
- The Superintendent may award a performance incentive to such an employee who has demonstrated exemplary performance with respect to the agreed upon or identified objectives and only after the Superintendent has completed a written performance evaluation for the employee.
- Such performance incentive shall be paid on or before (the last day of the contract year) and shall not be added to the employee's base pay for purposes of future salary increases.

The determination as to whether and, if so, to what extent the employee has achieved the performance objectives in a given contract year, as well as the determination as to whether or not to grant such performance incentive and in what amount, shall be made unilaterally by the Superintendent in his/her sole discretion based on the Superintendent's assessment of the employee's performance up to the maximum performance incentive provided herein.

*As used in this policy "bonus" means a one time payment in addition to contractual compensation given to award job performance.

First Reading: 02/13/06
Second Reading: 03/01/06

WRSDC Policy 5263.1