



Christie Administration Announces Proposed Amendments to the School District Superintendent Salary Cap

Increases Salary Levels and Creates Incentives for Superintendents to Stay in their Districts

For Immediate Release

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Date: November 16, 2016

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Trenton, NJ – Today, New Jersey's Acting Commissioner of Education has filed with the New Jersey Office of Administrative Law (OAL) proposed amendments to state education regulations that provide more flexibility for school districts under the superintendent salary cap while continuing to ensure fiscal stability.

The proposed salary amendments and technical amendments to *N.J.A.C. 6A:23A-1* through 15 are expected to be published in the *New Jersey Register* on December 19, 2016, starting a 60-day public comment period that would conclude February 17, 2017. In addition to submitting written comments, the Department will host three meetings in January 2017 for public testimony. After reviewing the input, the Acting Commissioner of Education will file the final regulations for adoption with the OAL. The final regulations would be effective once published in the *New Jersey Register* as early as spring 2017.

In 2010, Governor Christie [announced](#) the creation of new state education regulations to ensure fiscal discipline and promote the prudent use of property tax dollars by capping salaries for school district superintendents. The regulations first took effect on February 7, 2011, and were set to expire on November 25, 2016.

"Based on feedback from school communities, we are offering greater flexibility for school districts to attract and keep quality superintendents, while still promoting fiscal efficiency," said Acting Education Commissioner Kimberley Harrington.

The proposed amendments include:

- **Fewer enrollment categories along with increases to the maximum annual salary.** The new regulations would collapse the current six enrollment categories into three. In addition, there are increases to the maximum annual salary that all superintendents could receive in the new enrollment categories. This provides districts with more flexibility within the enrollment categories and minimizes the impact on salaries based on district size.

<u>Enrollment Categories</u>	<u>Maximum Annual Salary</u>
749 students or less	\$147,794
750-2,999 students	\$169,689
3,000 students or more	\$191,584

Districts with enrollment over 10,000 will continue to have the option of applying to the Commissioner of Education for a waiver of the maximum salary. However, districts will be limited to only one waiver request during the term of a contract and requests for a renegotiated waiver during the term of the current contract would be prohibited.

In addition to the maximum annual salary for superintendents, pursuant to *N.J.S.A. 18A:7F-5* and *N.J.A.C. 6A:23A-8.3*, there is an overall administrative cost limit on the total per-pupil administrative costs that may be budgeted for the district. Administrative costs for a school district are defined as costs for general administration, school administration, central services and administrative information technology. A district may not submit a budget in which the budgeted per-pupil administrative costs exceed the statutory limit.

- **Financial incentives for superintendents to stay in their school districts.** A superintendent reappointed for a subsequent term with the same district may receive an annual salary that exceeds the maximum salary amount by up to two percent (2%) in the first year of the renewal contract, followed by annual increases of two percent (2%) in each of the remaining years of the renewal contract. The annual increases would continue in any subsequent contract as well.

- **An opportunity to receive a stipend for superintendents who hold one additional administrative position.** The local district board of education would be able to submit to the Department of Education Executive County Superintendent (ECS) written justification for having a superintendent serve in one additional administrative role. Upon approval by the ECS that the one additional administrative role is cost efficient and operationally feasible for the district, a superintendent may receive a \$5,000 annual stipend for that one additional administrative role.
- **Increases to the existing salary increments for superintendents in certain circumstances.** The amount for the "additional district salary increment" for each additional district served by the same superintendent would increase from \$10,000 to \$15,000, and the amount for the "high school salary increment" for a district served by the same superintendent that includes a high school would increase from \$2,500 to \$5,000.