

## **DASD Guiding Principles for Compensation**

*Fair, competitive and sustainable compensation structures are essential to the DASD in attracting, developing and maintaining a highly effective work force, including all categories of employees that will accomplish the ends established by the District.*

Compensation structures must be designed so as not to impede the District's ability to sustain high quality programs and outcomes for students.

Compensation structures must maintain financial feasibility for both short and long term impacts to District revenue and must exist within the state established parameters identifying the community's ability to pay through taxation.

In order to achieve this, the DASD will establish compensation structures that are in alignment with the principles of:

- a. External Market Comparability – to achieve equity or parity within a defined region
- b. Internal Level Comparability – to achieve internal equity and coherence
- c. Value Added Variance – to justify variance on evidence of a value added component to the district of a particular employee (e.g. particular knowledge, skill or talent)

The district will define the market region to be Dane County, in South Central Wisconsin.

*[Note: Currently, the standard is to establish and maintain employee compensation at the Dane County average for each category of employee. This was determined to be sustainable prior to the most recent biennium budget established for K-12 schools.]*

*Established by the Board of Education:  
February 13, 2012 – AR 5.3(5) Compensation Guiding Principles*