

AGENDA

VERNONIA SCHOOL BOARD WORK SESSION and SPECIAL MEETING

Wednesday, March 18 2026

5:30 p.m.

Vernonia Schools Building, 1000 Missouri Avenue, Vernonia, OR 97064

Join Zoom Meeting

<https://us06web.zoom.us/j/88936270553?pwd=zwwJvKvLr3MPiq4f3DiSPOFrpsvYwv.1>

Meeting ID: 889 3627 0553

Passcode: 2qsJnw

1. **CALL MEETING TO ORDER**
 - 1.1 **Flag Salute**
2. **AGENDA REVIEW**
I move to approve the agenda as (presented or amended).
3. **DISCUSSION**
Superintendent Search Planning with Grundmeyer Leader Services
5:30 – 6:00 p.m. – Community Listening Session on Qualifications & Characteristics
4. **WORK SESSION**
6:00 – 7:00 p.m. – Board Work Session / Planning Meeting
 - a. Salary and Benefit Range
 - b. Preferred/required qualifications and characteristics
 - c. Key dates for screening, semi-finals, and finals
 - d. Finalizing the stakeholder Survey
 - e. Questions about the hiring process
5. **RECESS to EXECUTIVE SESSION under O.R.S. 192.660 (2) (f)**) “To consider records exempt by law from public inspection.”
6. **RETURN TO SPECIAL MEETING**
7. **ACTION**
8. **ADJOURN**



Planning Meeting

Superintendent Search



SEARCH PROCESS



MEETINGS REVIEW

School Board Meeting Schedule

Meeting Purpose	Agenda Items	Who Is Involved
Board Planning Meeting	Setting key hiring dates Establishing salary range Finalizing survey Review Superintendent contract	School Board Members Board Secretary Search Consultant(s) Outgoing Superintendent & Principals (optional)
Review Applications Closed Session	Review candidates Choose 5-8 semifinalists Discuss formal interview schedule Brainstorm stakeholders for formal interview teams	School Board Members Board Secretary Search Consultant(s)
Semifinalist Screening Interviews	25-minute interviews with semifinalists Select 2-3 finalists Solidify formal interview schedule Solidify stakeholders for formal interview teams	School Board Members Board Secretary Search Consultant(s) Tech Support Person
Formal Interviews	Interview finalists Analyze stakeholder feedback ADVanced Insights Report Social media check Make offer to successful candidate Negotiate contract (if needed) Conduct formal background check Finalize announcement	School Board Members Board Secretary Search Consultant(s) Administrators or outgoing Superintendent (by request only)

PLANNING MEETING AGENDA

SET HIRING TIMELINE

DISCUSS SALARY/BENEFIT PACKAGE

REVIEW JOB POSTING

COMMUNITY STAKEHOLDER SURVEY

DISCUSS INTERVIEW TEAMS/ &
INTERNAL CANDIDATES

ADDRESS QUESTIONS

PROPOSED HIRING TIMELINE



Stakeholder Survey

March 20-April 10

Application Period

March 5-April 12

Candidate Review

April 15

Semi-Finalist Screening

April 18 (ZOOM)

Finalist Interviews

April 24

COMPARABLE SALARY INFORMATION

See Handout

Recommended Salary Range: \$

BENEFITS REVIEW

Salary:	Cell Phone:
Term:	Memberships/Dues:
Health Insurance:	Vacation days:
Dental Insurance:	Sick leave:
TSA/403b:	Life Insurance:
Relocation:	Other:

CONTRACT LANGUAGE



- Length of Contract
 - Probationary for the first 3 years
 - Current = 260 Days (20 vacation days, 9 holidays) 231 Net
- Are there any terms or language items that need to be reviewed before an offer is made?
- Have there been any changes to the rest of the administrative team contracts recently?
- Have any contractual issues surfaced recently?
- Do you want your legal counsel to review your contract before making an offer?

REVIEW JOB POSTING

Customized flyer for GLS and district to use to attract candidates

ITEMS TO INCLUDE:

DISTRICT LOGO/BRAND

DISTRICT OVERVIEW

DISTRICT DIFFERENTIATORS

LINKS TO RECENT VIDEOS

LINKS TO SOCIAL MEDIA

PREFERRED QUALIFICATIONS

STAKEHOLDER SURVEY

Customized flyer and google form for district to share with stakeholders



SUPERINTENDENT SEARCH COMMUNITY STAKEHOLDER SURVEY

The Vernonia School District has appointed Grundmeyer Leader Services to support the search for a new superintendent starting the 2026-27 school year. The search will begin immediately and conclude with the successful hire of a new leader.



Your feedback regarding desired qualifications will ensure the new hire is a good fit for the school district and community.

Please complete a quick survey to share narrative insights and rank personal and professional priorities. The input gathered will be reviewed by the school board. The priorities shared by community stakeholders will guide the search.

This survey is anonymous unless you provide your name voluntarily. Thank you for taking the time to complete this survey by TBD.

<https://tinyurl.com/VernoniaSuptSurvey>

SUPERINTENDENT HIRING TIMELINE



ITEMS TO DISCUSS...

SURVEY OPEN/CLOSE DATES

STAKEHOLDER GROUPS

SURVEY QUESTION REVIEW

PHASED INFORMATION TO THE BOARD



The board will see **every candidate** who applies!

EXAMPLE WEEKLY EMAIL

Good morning everyone,

This week, we have 1 new applicant for the Waverly-Shell Rock Superintendent position with 8 more in progress. Attached you will find the completed application materials.

Additionally, I will house the cumulative materials in this [Google folder](#) which you can reference throughout the search as necessary.

Please remember, these materials are confidential and are not to be shared outside of the hiring committee.

Reach out if you have any questions, and have a great week!

- Names are confidential
- Anticipate more applications at the end of the application period
- Folder to access all materials is provided

CANDIDATE PRESENTATION BY TIER

MOST QUALIFIED

- CANDIDATE APPLICATION MATERIALS ARE COMPLETE AND PROFESSIONAL
- CANDIDATE HAS EXPERIENCE IN A LEADERSHIP OR ADMINISTRATIVE ROLES
- CANDIDATE HAS POSITIVE RECOMMENDATIONS AND ACCOLADES RELATING TO THIS ROLE

QUALIFIED

- CANDIDATE APPLICATION MATERIALS ARE MOSTLY COMPLETE AND PROFESSIONAL
- CANDIDATE HAS SOME EXPERIENCES IN LEADERSHIP OR ADMINISTRATIVE ROLES
- CANDIDATE HAS MOSTLY POSITIVE RECOMMENDATIONS RELATING TO THIS ROLE

NOT QUALIFIED

- CANDIDATE APPLICATION MATERIALS ARE EITHER NOT COMPLETE OR PROFESSIONAL
- CANDIDATE HAS LITTLE OR NO EXPERIENCES IN LEADERSHIP OR ADMINISTRATIVE ROLES
- CANDIDATE DOES NOT HAVE POSITIVE RECOMMENDATIONS RELATING TO THIS ROLE

The board will see **every candidate** who applies!

CANDIDATE QUALIFICATIONS REPORT

Smith, John	Most recently Superintendent, Central High School Small Town, USA	Salary Not Listed
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Leadership Experience:

- Superintendent. (2006-2023)
- Superintendent. (2002-2006)
- Superintendent. (1998-2002)
- Assistant Superintendent. (1993-1998)
- High School Principal. (1989-1993)
- HS Athletic Director, Teacher, Coach, Model UN Sponsor. (1987-1989)

Highlights:

- Expanded AP and Honors programming
- Expanded middle school programs, expanded and redefined special education and 504 programming pre-K through 12+
- Lead the effort for the community approving an \$80 million referendum to construct two new elementary schools and remodel our other buildings
- Orchestrated a financial plan to eliminate long term debt

Administrative License Expires: 06/30/26

"He is able to analyze opportunities for areas of improvement and develop an action plan to implement any changes required. He also does an outstanding job of hiring staff and is able to find the right person for the job." (School Board Member)

"Dr. Smith will continue to learn so that he and others in the school district understand the key issues and make the best decisions. He will involve others in decision making and will be visible in the school and the community. He will be a hands-on leader." (Professional Peer)

"He has not worked in a small district for a while but he is sharp and will make the necessary adjustments." (Professional Peer)

"I am not sure he has weaknesses, from my perspective, maybe overworks himself, if anything". (School Board President)

CANDIDATE SUMMARY REPORT OF QUALIFICATIONS INCLUDES

SALARY

WORK EXPERIENCE

LICENSURE CHECK

CAREER HIGHLIGHTS

CONFIDENTIAL REFERENCES

SCREENING INTERVIEWS



ITEMS TO DISCUSS...

ZOOM OR IN-PERSON

- Questions are provided to district by consultant
- Consultant ensures candidates are serious about the job prior to formal interviews
- Typically 4-8 candidates are selected for screening interviews

FINALIST INTERVIEWS

Interview Team A

Students	Support Staff	Teaching Staff/Coaches	Administrators/Directors	Community Members
Board Members:				

ITEMS TO DISCUSS...

MIXED INTERVIEW TEAMS

ROLE OF OUTGOING SUPT'

INTERNAL CANDIDATES

SAMPLE FINALIST INTERVIEW SCHEDULES

	Candidate 1	Candidate 2	Candidate 3
11:30	Lunch	Lunch	Lunch
12:30	Building & Community Tour	Administrative Team	School Board Interview
1:45	Mixed Interview Team 1	Building & Community Tour	Administrative Team
3:00	Mixed Interview Team 2	Mixed Interview Team 1	Building & Community Tour
4:15	School Board Interview	Mixed Interview Team 2	Mixed Interview Team 1
5:30	Administrative Team	School Board Interview	Mixed Interview Team 2
7:00	School Board Meeting		

	Candidate 1	Candidate 2	Candidate 3
12:00	Building/Community Tour		
1:15	Interview Team	Building/Community Tour	
2:30	School Board Interview	Interview Team	Building/Community Tour
3:45		School Board Interview	Interview Team
5:00			School Board Interview
6:30-School Board Meeting (Closed Session)			

	Candidate 1	Candidate 2	Candidate 3	Candidate 4
2:30	Mixed Interview Team 1	School and District Tour	School Board Interview	Mixed Interview Team 2
3:45	Mixed Interview Team 2	Mixed Interview Team 1	School and District Tour	School Board Interview
5:00	School Board Interview	Mixed Interview Team 2	Mixed Interview Team 1	School and District Tour
6:15	School and District Tour	School Board Interview	Mixed Interview Team 2	Mixed Interview Team 1
7:45 School Board Meeting				

INTERVIEWING MADE SIMPLE

SUPERINTENDENT SCREENING INTERVIEW						
Name:	Date:					Time:
Introduction						
1. Please introduce yourself and share how your experiences have prepared you to serve as the next superintendent?						
Notes:						
Poor	1	2	3	4	5	6
2. **What evidence would people in your current district share (Is approachable, accessible, and welcoming)						
Notes:						
Poor	1	2	3	4	5	6
3. **On a scale of 1-10 (10 highest) what is your knowledge of utilized to maximize the financial condition of the district finance)						
Notes:						
Poor	1	2	3	4	5	6
4. **Please share some examples of how you have navigated a situation and what was the outcome? (Demonstrates coll						
Notes:						

REVIEW AND CHECK EACH ITEM AT THE FIRST MEETING OF THE INTERVIEW COMMITTEE. SIGN AND KEEP ON FILE.

THANK THE INTERVIEW TEAM
Thank you for agreeing to serve on this Interview Committee. You bring an important perspective to this process, and I appreciate your willingness to give your time and insights. We will talk about the hiring process and next steps after the interviews today.

SELECTION OF INTERVIEW TEAM
Staff selection is one of the most important parts of the hiring process so that the school board gets the feedback they need to make the best hiring decision for the district and community. The school board chose each of you and was intentional about putting interview teams together.

ROLES AND RESPONSIBILITIES
The decision regarding which candidate to recommend for hire rests solely with the school board. As a member of the Interview Committee, you must be aware and understand that your role is to **provide input**, not to make the hiring decision.

The board will consider the input provided by the Interview Committee along with other information such as reference checks, written recommendations, artifacts, and specific needs of the district in making the final decision. Because you may not have access to this information as a member of the Interview Committee, it is important that you **limit your observations about the candidates to the information obtained during the interview process only to include the candidates application materials and answers to interview questions.**

IMPORTANCE OF CONFIDENTIALITY
As a participant in the interviewing process, you must be respectful of the rights of applicants, and you are expected to treat the information you obtain and the opinions you form in a confidential manner. We will **discuss each candidate after each person individually submit their formal feedback on the candidates.** You may share general information with others about candidates and the hiring process but should avoid any opinions or personal thoughts.

LEGAL REQUIREMENTS
There are many requirements of the law that interviewers must strictly follow (for example, types of questions and consistency of process). We also want to keep each interview the **same time.** The district expects you to abide by these requirements at all times. (See page two for additional examples of **legally risky questions to avoid.**) If questions are added the interview team should agree and they should be asked to all candidates.

ASKING QUESTIONS
We will **ask the same questions** (exactly as written) of each candidate. It is permissible to ask appropriate probing questions for clarification or elaboration. We also need to make sure we allow time for the candidates to ask you questions. (**Decide how to ask questions.**)

FEEDBACK & RECORD KEEPING
An **electronic feedback form** has been provided to document apparent strengths and weaknesses observed, evidence that desired qualifications are present, and overall impressions regarding the job fit. Your formal feedback should include job-related comments only. Other extraneous observations (e.g. references to appearance, mannerisms, etc.) are not to be included. You will be asked to **turn in your notes** at the conclusion of the interview.

CONFIRMED BY: _____ **DATE:** _____
Name

GLS prepares semi-finalist screening questions and facilitates the formal interview day, allowing you to focus fully on your candidates

PRE-NEGOTIATIONS

Ensure a smooth negotiations process with your top candidate!

FINALIST PRE-NEGOTIATION FORM



CONGRATULATIONS ON BEING SELECTED AS A FINALIST!
Please answer the following important questions specific to a contract offer you may receive from the district you will soon be interviewing with. Your requests will not be directly shared with the school board but will assist in the negotiation process if you are the finalist. Thank you!

Name: _____

Contract Length: What is your preferred contract length, should you get the offer?
 One Year Two Years Three Years

Salary: What is your desired salary for the position?
\$ _____

Benefits: What are your desired benefits?
Please highlight your specific needs in regard to benefits that may include health insurance, dental, vision, disability, cell phone stipend, annuity, etc.

Family Commitment: How supportive and excited is your family in your quest to earn this new position?
Not at all 1 2 3 4 5 6 7 8 9 10 Completely

Does your spouse (or children) plan on attending the formal interviews with you?
If so, please check what options they might be most interested in learning more about or visiting.

School district buildings	Retail areas	Mayor or community leaders	Meet with a realtor
Local hospital	Local college/university (if applicable)	Other parents in the community	PTO president
Local parks	Golf course (if applicable)	Civic groups in the community	Booster club president
Dine at a local restaurant	Swimming pool (if applicable)	Community newspaper	School board members
YMCA or wellness facility		District report card	
		Student achievement data (test scores, graduation rates, etc.)	

If there is anything else you want the search consultants to know about your preferences in a contract offer or formal interview schedule for your spouse, please let us know. Contact the search consultant directly if you have questions or would like to talk in more detail.



Land their top candidate!

NEXT STEPS

SCHOOL DISTRICT

- Share survey
- Share candidates
- Consider interview teams
- Reserve interview rooms
- Review superintendent contract
- Keep news positive!



- Update posting
- Update survey
- Update application
- Targeted recruiting
- Stakeholder survey report
- Draft formal interview schedule
- Weekly updates



*Thank
You*

FINALIST ANALYSIS

Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and make decisions	People: How you tend to interact with others and share opinions	Pace: How you tend to pace things in your environment	Procedures: Your preference for established protocol/standards
High D	High I	High S	High C
Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive	Gregarious Persuasive Inspiring Enthusiastic Sociable Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof	Patient Predictable Passive Complacent Stable Consistent Steady Outgoing Restless Active Spontaneous Impetuous	Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Rebellious Careless Defiant
Low D	Low I	Low S	Low C

ADV **ADVanced Insights Profile | Communication Insights for Others**

This page is unique in this report because it is the only one that doesn't speak directly to you, rather to those who interact with you. The information below will help others communicate with you more effectively by appealing to your natural behavioral style. The first items are things others SHOULD do to be better understood by you (Do's) and the second list is of things others SHOULD NOT do (Don'ts) if they want you to understand them well.

Things to do to effectively communicate with Trent:

- Plan to talk about things that support dreams, and goals.
- Join in with some name-dropping, talk positively about people and their goals.
- Be casual and informal with gestures and body language.
- Outline individual tasks and responsibilities in writing.
- Break the ice with a brief personal comment.
- Provide testimonials from people he sees as important and prominent.
- Plan some extra time in your schedule for talking, relating, and socializing.

Things to avoid to effectively communicate with Trent:

- Don't legislate.
- Avoid getting bogged down in facts, figures, or abstractions.
- Don't patronize or demean him by using incentives or subtlety.
- Don't be vague or ambiguous.
- Don't stick coldly to the business agenda.
- If you disagree, don't let it reflect on him personally and don't let it affect the relationship.
- Don't be curt, cold, or tight-lipped.

ADVanced Insights Reports sharing DISC, Values and Attributes profiles. The science of hiring!

FINALIST BACKGROUND CHECKS



- ✓ **CANDIDATE REFERENCES**
- ✓ **NATIONAL CRIMINAL BACKGROUND**
- ✓ **STATE LICENSURE CHECK**
- ✓ **EDUCATION VERIFICATION**
- ✓ **SOCIAL MEDIA CHECK**
7 YEAR REPORT
- ✓ **FEDERAL CIVIL RIGHTS RECORDS**
- ✓ **SEX OFFENDER REGISTRY**

SCHOOL DISTRICT

- ✓ **EXTRA REFERENCE CHECK**
OPTIONAL
- ✓ **NATIONAL CRIMINAL BACKGROUND**
- ✓ **E-VERIFY/SAVE**
- ✓ **I-9 EMPLOYMENT VERIFICATION**

SEARCH SUMMARY

SEARCH COST

Marketing & Consultation	\$
Mileage	
Proposed Search total	\$

Guaranteed All-Inclusive Price:
One flat fee – no hidden costs

Optional add-on: Discounted
Facilitated Evaluation – \$600



Dedicated Consultant Team

Two experienced consultants focused entirely on your search



The GLS Difference

GLS Consultant network access; Targeted candidate recruitment; Proven, phased search process; Broad stakeholder participation



Transition Support for New Leader

Hiring Insights; Superintendent and SBO Onboarding Workshop; monthly newsletter; New Era Strategic Association Partnership



Partnership with the Board Beyond the Hire

Search guarantee, collaborative support in building a 100-day plan, Facilitated Evaluation

SEARCH GUARANTEE

THE GLS DIFFERENCE

Search Guarantee First Year



Grundmeyer Leader Services (GLS) guarantees the selected candidate for one year from their contract start date. If the candidate leaves within the first 12 months, GLS will conduct a replacement search at **no cost**. The district will only cover direct expenses (mileage, advertising).

Search Guarantee Second Year



Career Advancement: A replacement search at a **reduced fee** if the candidate resigns for a promotional opportunity

Board Termination/Non-Fit: A replacement search with **no professional fee**; the district pays only actual, direct expenses

POST-HIRE SUPPORT

TRAINING

GLS summer onboarding workshop held for new superintendent and business manager — KPIs, School Finance, Legislative, Facilities



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July 7, 2026
8:15 AM - 3:45 PM



Farway Conference
Center (Boone)

AGENDA

- 8:00 AM | Coffee & Rolls
- 8:30 AM | Introductions
- 9:00 AM | Legislative Updates & Implications
- 10:00 Networking Break
- 10:15–11:30 AM | Session 1
 - School finance (ISFIS)
- 11:30 AM – Lunch & Learn
 - Staying connected & advice
- 12:30–1:45 PM – Session 2:
 - Facilities (Denovo)
- 2:00 PM – Snack Break
- 2:15–3:30 PM – Session 3
 - Advanced Insights

Designed for superintendents, this hands-on workshop blends legislative updates, case-based learning, and practical tools you can apply immediately in your first 90 days. Sessions align to Iowa leadership standards and emphasize equity, communication, and improvement cycles.



Contact us with questions
or to customize the day:



tgrundmeyer@gmail.com



515-205-9987

INSIGHT

Advice from the Stakeholder Survey and hiring reports shared with the new superintendent

COACHING

Monthly GLS Fitting 5 Resources newsletter Coaching and roundtables via New Era Superintendent Association partnership Leadership webinar series



NEW ERA
SUPERINTENDENTS

INITIAL SET-UP QUESTIONS

GATHERING SCHOOL BOARD INPUT AND INSIGHT



<https://bit.ly/GLSPlanningForm>

1. Are there any specific requests or considerations in the process you want the consultants to know about or attend to?

2. What is the desired timeline to hire your new superintendent? When are your next school board meetings?

Stakeholder survey: _____

Application period: _____

Candidate presentation: _____

Initial interviews: _____

Formal interviews: _____

3. Would you like to use a stakeholder survey to get feedback from district and community patrons in what they desire in a new superintendent? focus groups?

4. What salary and benefits package are you considering for the new superintendent?

Salary: _____

Term: _____

Insurance: _____

Dental: _____

Vision: _____

TSA/403b: _____

Cell Phone: _____

Memberships/Dues: _____

Relocation: _____

Other: _____

5. Is your current contract language similar to what you would offer the new hire? If not, what would you like to consider changing?

6. What involvement will the outgoing superintendent have in the search process?

Administrative team?

7. Are there any leaders in the field you would like us to specifically recruit for the position?

Do you anticipate any internal candidates applying for the position?

8. Does the board want finalists names kept confidential or be made public?

9. Who should I be working with in the district to communicate with the board and stakeholders?

Email: _____ Phone: _____

10. Things to request:

____ Superintendent Job Description (for job posting in Applitrack)

____ Current Superintendent contract

____ Informational flyers about the district

RECRUITING CANDIDATES LOCALLY AND NATIONALLY

TRANSFORMING
EDUCATION

→ One Leader at a Time

CONTRACT OFFER



<https://bit.ly/GLSPlanningForm>

220 240 260

YEARS/CONTRACT DAYS:

_____ SALARY

_____ INSURANCE: _____

YES NO DENTAL: _____

YES NO VISION: _____

_____ VACATION DAYS

_____ SICK LEAVE. (MAXIMUM: _____)

_____ PERSONAL LEAVE

_____ BEREAVEMENT LEAVE

_____ HOLIDAY LEAVE

_____ TAX SHELTERED ANNUITY (TSA OR 403B): _____

_____ LIFE INSURANCE: _____

_____ LONG-TERM DISABILITY: _____

_____ RELOCATION ALLOWANCE: _____

YES NO PAID MEMBERSHIPS

YES NO NATIONAL CONFERENCE: _____

YES. NO CELL PHONE: _____

_____ OTHER: _____

_____ BOARD MEETING DATE TO APPROVE CONTRACT

NOTES:



Contract Analysis

Randy Schild
 503-812-5595
randy@rs2education.com

Rob Saxton
 503-781-0454
rob@rs2education.com

2025-26 Superintendent Contract - Salary and Benefit Comparisons Vernonia SD 47J

The following Districts were used as a comparison group for this analysis:

State Rank by Size	Comparison Group	Student Population
District 112	Bandon SD 54	628
District 113	Oakland SD 1 (Douglas Ct)	620
District 114	Reedsport SD 105	590
District 115	Colton SD 53	563
District 117	Central Linn SD 552 (Interim)	549
District 119	Stanfield SD 61	538
District 120	Nestucca Valley SD 101 (+ prin)	535
District 121	Athena-Weston SD 29RJ (princi)	500
District 122	Riverdale SD 51J	484

(If you would like to have changes made to the comparison group, please contact Randy or Rob and let them know.)

	Salary	* PERS Adjusted Salary	Travel Allowance	Disrict Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 145,182	\$145,182	\$2,400	\$1,200	\$880	\$3,600	\$156,735	\$158,400
Highest Comparison	\$ 220,432	\$220,432	\$9,000	\$24,000	\$1,800	\$18,695	\$242,267	\$242,267
Average of Comparisons	\$ 166,960	\$164,806	\$5,600	\$10,739	\$1,547	\$9,227	\$184,411	\$189,223
**Districts providing benefit			6	10	7			

Rank in Comparison Group	8	7	#N/A	5	1	#N/A	8	8
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Comparing District									
District 118	Vernonia SD 4	\$ 148,400	\$ 148,400	\$ -	\$ 8,904	\$ 2,400	\$ -	\$ 159,704	\$ 165,412

Additional Contract Analysis This comparison utilizes the 10 Oregon districts similar in size to Vernonia

- Salary** The Vernonia PERS adjusted salary ranks 7th out of the 10 districts
- Travel** Vernonia does not provide a Travel Allowance. 5 of the comparison districts do.
- TSA** The Vernonia TSA ranks 5th out of these 10 districts
- Other** Six of the districts provide "Other Compensation" such as Retention, Ed.D., and Retirement. Vernonia does not provide "Other Compensation".
- Total Comp** In Total PERS Adjusted Compensation, Vernonia ranks 8th in this group of ten
- No Cause Termination** Vernonia does not have "No Cause Termination" language in the contract

* Note The salary of Superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for a more accurate comparisons.

** Note The average is calculated as an average of those comparison districts who provide this benefit.