



Governance Process	Ends
Board-CEO Delegation	Executive Limitations

<p style="text-align: center;"><b>BOARD OF TRUSTEES POLICY</b></p> <p><b>Policy Type:</b> Board-CEO Delegation</p> <p><b>Policy Title:</b> President Compensation</p> <p><b>Policy Number:</b> BCD - 6</p> <p><b>Date Adopted:</b> 05/11/20</p> <p><b>Version:</b> 1.0</p> <p><b>Date Last Reviewed:</b> 05/11/20</p> <p><b>Office Responsible:</b> President's</p> <p><b>Reviewing Committee:</b> Board of Trustees</p>
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The President's compensation will be decided by the Board, acting as a body politic and based on organizational performance and executive market conditions.

1. Organizational performance will be only that performance revealed by the monitoring system to be directly related to criteria given by the Board in policy.
2. Compensation will cover the entire range of salary, benefits, and all other forms of compensation.
3. Compensation is to be competitive with similar performance within the marketplace while placing a substantial portion of the President's compensation at risk by tying it to Ends achievement and compliance with Executive Limitations policies. The executive marketplace to be considered is organizations of comparable size, challenges and complexities.
  - 3.1. If the President substantially achieves Ends and complies with Executive Limitations his/her annual base salary will be set at market value. Market Value will be determined utilizing research from an outside third party.
  - 3.2. The Board may award a bonus to the President based on a set of Ends-related criteria agreed upon with the President.
4. A committee process may be used to gather information and to provide options and their implications to the full Board for its decision.

<b>Date Of Change</b>	<b>Version</b>	<b>Description of Change</b>	<b>Responsible Party</b>
05.11.20	1.0	First release following Policy Governance consulting work.	Chief of Staff