

## SUPERINTENDENT SALARY CAPS

NJASA believes that superintendent salary caps are not needed for several reasons:

### **1. Local Control.**

School board members are elected by their constituents to govern their school systems. They should retain the authority to determine compensation for the school superintendent just as they do for all others in the employment of the school district.

### **2. The Economy and State Funding**

School funding has remained static for the last seven years while uncontrolled costs absorbed by the school district have impacted district programs and operations. School board members carefully weigh all decisions relating to district expenditures, including the salaries and benefits of all school employees.

### **3. State Overview**

By law, the publicly approved board of education contract of every New Jersey school superintendent requires review and approval by the New Jersey Department of Education through the office of the Executive County Superintendent of Schools, ensuring state review before a contract is finalized.

### **4. Tax Levy Budget Cap**

School district budgets are limited by a 2% tax levy cap, ensuring that school districts cannot implement a budget in excess of legal guidelines without state and voter approval in limited circumstances.

### **5. Administrative Spending Already Capped**

Every school district has a cap on its administrative spending which is implemented through state review of proposed school budgets which cannot move forward without the endorsement of the Executive County Superintendent of Schools.

These factors certainly bear upon the proposed superintendent salary caps which adjust for inflation the salary limitations which were imposed in 2010 on the majority of school superintendents.