



West Ada
SCHOOL DISTRICT
*Preparing Today's Students
for Tomorrow's Challenges*

MEMO

TO: West Ada School District Patrons

FROM: Board of Trustees

DATE: June 8, 2026

RE: Superintendent Contract

STRATEGIC PLAN ALIGNMENT: Safe & Well Equipped Schools

Our primary duty as Trustees is to support the long-term student success of West Ada Students through college and career readiness. Achieving that goal requires attracting, developing, and retaining outstanding educators, administrators, and organizational leaders. We acknowledge the work of the Idaho Legislature and State Department of Education in recent years to strengthen teacher compensation and move Idaho closer to national averages. As a Board, we share a similar obligation to ensure that compensation for the Superintendent remains competitive and aligned with the broader market.

The importance of this became increasingly clear during a recent national search for an executive team position. We found that many highly qualified candidates chose not to pursue opportunities with West Ada because compensation levels were not competitive with comparable school systems across the country. While West Ada has long been recognized for operating efficiently with per-pupil expenditures well below national averages and an administrator-to-teacher ratio significantly lower than similarly sized districts, we also understand that attracting and retaining exceptional talent requires compensation that reflects the scope and expectations of the position.

To address this challenge, the Board has taken steps to bring the Superintendent's compensation closer to national benchmarks for districts of comparable size. The adjustment will occur gradually over the next three years and will position West Ada just below the national average for similarly sized districts, according to the 2025–2026 Superintendent Salary & Benefits Study published by AASA.

West Ada School District is one of the most complex public organizations in Idaho and among the leading employers in the Treasure Valley. The organization operates Idaho's most extensive food service and transportation networks while managing a physical and operational footprint that exceeds Boise State University. At the same time, West Ada is in one of the strongest financial positions in its history. Most importantly, our core mission of preparing today's students for tomorrow's challenges is being fulfilled every day, as West Ada ranks first in large Idaho districts in ISAT proficiency in English Language Arts, Mathematics, and Science. Guiding an organization of this scale requires proven performance, continuity, and a clear long-term vision.

The best way to serve our students, employees, and community is to ensure West Ada remains Idaho's premier school district. Aligning the Superintendent's contract more closely with national norms reflects our commitment to sustaining that excellence.