



## Mission & Data

### Head of School Compensation and Contracts – Opportunities and Challenges

Who: Heads of School, Board Heads

When: Tuesday, January 14<sup>th</sup>, 2025 from 9:00 to 10:00 a.m.

Where: Virtual on Zoom

#### Session Description:

The negotiation and renewal process for head's contracts can be frustrating for heads and boards alike, but when handled well lead to a stronger board-head partnership. This interactive session for heads, business officers, and trustees will cover the key ingredients for a successful contract renewal. The session will also provide an overview of the current marketplace for heads, examine various components of head compensation, and cover common key contract terms. Deferred compensation will be explored as a tool to motivate, reward, and retain heads.

#### Bio:



Cliff Kling, J.D. is Mission & Data's Senior Executive Compensation and Leadership Strategist. Cliff brings a unique background and skill set to his work in executive compensation having practiced public accounting with KPMG as a CPA, practiced law with a large law firm, served 13 years as Chief Financial Officer and General Counsel of an independent school, and served 11 years as President of two independent schools, including the fifth largest NAIS school, Gulliver Prep in Miami, FL with an enrollment of 2,230 students. Cliff has also served on numerous boards, including the search and compensation committees of those boards. Given his broad experience, he understands executive compensation from many perspectives: legal, accounting and tax, school budget constraints, the board's fiduciary and stewardship responsibilities, and from knowing well the demands and challenges of sitting in the head's seat. Cliff graduated from Georgetown University where he majored in accounting, and he earned a Juris Doctor from the University of Mississippi School of Law. Cliff and his family now make their home in Carbondale, Colorado.