



Policy 6.02

Category: Personnel and Employee Relations

Staff Compensation

BACKGROUND

The staff of CAPE school is instrumental in the delivery of a top-quality educational program at the school. This program is unique, innovative, and focused on meeting the academic and personal needs of the students. The CAPE Charter Board believes that the CAPE staff deserves fair compensation for the outstanding professional work it puts forth. The CAPE Charter Board also believes in attracting, recognizing within, and retaining competent and innovative staff.

POLICY STATEMENT

1. CAPE teachers and support staff shall be compensated in a fair and fiscally responsible manner.

DEFINITIONS

2. **Unique** - being the only one of its kind, unlike anything else.
3. **Innovative** - introducing new ideas; original and creative in thinking.
4. **Competent** - having the necessary ability, knowledge, or skill to do something successfully.

GUIDELINES

5. The key principles to be considered in determining teacher and support staff compensation shall be:
 - 5.1 Designed to attract and retain competent and capable staff;
 - 5.2 Fiscally sustainable for future years;
 - 5.3 Teacher and support staff input shall be solicited and considered when reviewing the compensation plan; and
 - 5.4 Fosters appreciation and recognition of performance and improvements.
6. The CAPE Charter Board shall routinely review and approve a teacher and support staff compensation plan in the form of a salary grid.
7. This review shall take place at least once every three years.

**CAPE-Centre for Academic and Personal Excellence
Policy Manual**

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References:

School Act

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Motion: #2008-09-30-23