



AP 6.01

Category: Personnel and Employee Relations

Staff Compensation

BACKGROUND & RATIONALE

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.

DEFINITIONS

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

PROCEDURE

4. CAPE teachers and support staff shall be compensated in a fair and fiscally responsible manner.
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.
8. The Secretary-Treasurer is charged with monitoring negotiated teacher contracts across the province, ATA negotiations and decisions, and initiating the review of the CAPE certificated staff salary grid in relation to Alberta Education funding decisions.
9. The Secretary-Treasurer is charged with monitoring support staff contracts across the province and initiating the review of the CAPE non-certificated staff salary grid in relation to Alberta Education funding decisions.

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10. The CAPE certificated staff salary grid aligns with all other Alberta public jurisdictions certificated staff salary grids in:
 - 10.1 recognition of Teacher Qualifications Service (TQS) assessment;
 - 10.2 recognition of teaching experience via Record Of Employment (ROE);
 - 10.3 tenure.
11. The CAPE non-certificated staff salary grid recognizes:
 - 11.1 experience via Record Of Employment (ROE) in areas related to the position;
 - 11.2 tenure.

References:

Education Act

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