

GOAL ACADEMY POLICY

Section: 60.1

Section Title: School-wide HR Policies and Procedures

Policy Name: Policy 60.1.2- Compensation

Approval Authority: Executive Director

Responsible Executive: HR Director

Responsible Office: Human Resources

Originally Issued: May 27, 2014

Revisions:

Errors or changes? Direct any errors or change requests to Human Resources at hr@goalac.org

1. Policy Statement

This policy directs the organization to ensure no discriminatory practices are conducted within its hiring processes. It directs the organization to regularly explore competitive compensation packages with research data covering various sources, both inside and outside of the education industry. It ensures the organization is competitive with its compensation packages, but not overly so.

2. Reason for Policy

Compliance with various best practices and legislative governing laws are contained within various documents of GOAL Academy. This policy brings those together into one concise policy in order to ensure clarity and update wording to reflect current regulations.

3. Who Should Read This Policy

The human resources department must read and understand this policy in order to ensure the whole organization follows the policy in compensation and hiring processes.

4. Related Documents

Please refer to the Staff Handbook, Frisk Manual, and Hiring Guideline for supporting information and related documents.

5. Contacts

For additional information please contact hr@goalac.org

6. The Policy

A. STATEMENT OF COMPENSATION OBJECTIVES

It is GOAL Academy’s objective to establish and maintain a compensation system that will:

- 1. Attract, retain and reward highly effective members of the school at all levels.
- 2. Reflect the responsibility associated with each position.
- 3. Be competitive in the marketplace, within the resources available to the school; and be internally consistent and fair. GOAL will conduct periodic reviews of the salaries paid for comparable positions in other charter school organizations and school districts from the surrounding area.
- 4. Make GOAL a great place to work where diversity and inclusiveness are valued.
- 5. Comply with applicable laws.

B. STATEMENT OF COMPENSATION POLICY

- 1. Establish wage and salary ranges that reflect the value to GOAL of the various jobs, taking into account the duties and level of responsibility of each position, experience, education and the geographic location of the school.
- 2. Adjust pay ranges when warranted by changing economic and competitive factors as determined by periodic surveys of local charter schools and school districts to the extent that this information is available and germane.
- 3. GOAL is committed to providing equal employment opportunities. GOAL will not discriminate against applicants for employment or employees on the basis of race, color, religion or religious creed, gender or pregnancy, national origin, age, disability, marital status, sexual orientation, gender identity, genetic information, ancestry, veteran status or any other characteristic protected by law. GOAL does not tolerate illegal discrimination in the workplace and abides by all applicable federal laws and state laws.

Signatures of Ratification

Date

Responsible Executive _____

Approving Authority _____

School Seal