

GOAL ACADEMY Compensation Policy

Section: G- Personnel

Policy Number: G-6

Policy Name: Compensation

Approval Authority: Board of Directors

Responsible Executive: Chief Executive Officer

Responsible Office: Human Resources

Originally Issued: 5/27/14

Revisions: 10/27/16, 7/21/18, 5/12/22

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 review competitive compensation packages with research data using various sources, both inside and outside of the education industry.

2. Reason for Policy

To ensure the organization is competitive with its compensation packages, but not overly so. 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 Officers, and 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

Staff Handbook, Frisk Manual, and Hiring Guideline

5. Contacts

Director of Human Resources

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 Academy 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 Academy 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 Academy is committed to providing equal employment opportunities. GOAL Academy 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.