



AP 402 EMPLOYEE COMPENSATION

Approved: Sept. 2014

Amended: Nov. 2024

Reviewed: Nov. 2024

Due: Jan. 2029

Background

Calgary Girls Charter School staff will be compensated in a fair and fiscally responsible manner consistent with the resources of the school. The salary and benefits, as well as non- salary items with a cost to the employer, will be considered in the calculation of total compensation. The Charter Board approves all employee compensation.

Procedures

1. The Charter Board shall review and approve the total compensation plan for certificated staff. The compensation plan shall include, but is not limited to the teacher salary grid and applicable allowances.
2. The Charter Board shall review and approve the total compensation plan for non- certificated, i.e., support staff and all other employees for whom a teacher's certificate is not a requirement of their employment. The compensation plan shall include but is not limited to the salary, or salary grid where applicable, and applicable allowances.
3. The principles guiding the CGCS total compensation plan for staff:
 - 3.1. Attract and retain competent and capable staff
 - 3.2. Be fiscally sustainable over future years
4. The Superintendent is responsible for guiding the Charter Board in establishing the total compensation plan for employees and for administering the total compensation plan for employees of the Calgary Girls Charter School.

Reference: Education Act, s. 52, 53, 54, 196, 197, 222
Calgary Girls Charter School Charter