

**4.26.2014**

## **Compensation Policy**

### **A. STATEMENT OF COMPENSATION OBJECTIVES**

It is Pikes Peak School of Expeditionary Learning's (PPSEL'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. PPSEL 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 PPSEL 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 PPSEL 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. PPSEL is committed to providing equal employment opportunities. PPSEL 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. PPSEL does not tolerate illegal discrimination in the workplace and abides by all applicable federal laws and state laws.

Approved February 26, 2014