

## **Guiding Principles for Compensation at ANCS**

*Developed Fall 2016*

1) Compensation should be one of the ways ANCS attracts, retains, and motivates high-quality teachers and staff committed to the ANCS mission. Other factors (benefits offerings, opportunities for growth, working conditions, etc.) should be considered alongside compensation for these same purposes.

2) Compensation should be competitive and externally comparable and reviewed annually to insure this is the case (based on industry standards, “competitive” is defined as within a range of 5-10% of similar positions in the metro Atlanta area). Cost-of-living adjustments may be necessary to maintain competitiveness.

3) The starting compensation for an employee at ANCS should consider his/her relevant education and relevant prior experience.

4) Based upon continued high-quality performance as determined by an employee’s supervisor, an employee may be eligible for additional salary increases above and beyond cost-of-living adjustments.

5) Additional compensation (such as a “signing bonus”) may be considered and utilized when hiring for hard-to-staff positions.

6) Additional compensation (such as a stipend) may be considered for longer-term responsibilities taken on outside of an employee’s regular job responsibilities.

7) Compensation should be internally consistent so that these principles are similarly applied to all employees at the school.