



Employee Policies BP 08-09

Board Policy: GCC COMPENSATION REVIEW POLICY

The Gateway Community Charters Compensation Review Policy applies to the compensation of the following persons employed by Gateway Community Charters: Superintendent/CEO, Assistant Superintendent, Directors and all other Cabinet level positions.

- 1. Review and approval.** The compensation of the person is reviewed and approved by the Board of Directors. Any persons with conflicts of interest with respect to the compensation arrangement at issue will recuse themselves from involvement in the review and approval.
- 2. Use of data as to comparable compensation.** The compensation of the person is reviewed and approved using data as to comparable compensation for similarly qualified, persons in functionally comparable positions at similarly situated organizations.
- 3. Contemporaneous documentation and recordkeeping.** There is contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.

Board Approved: September 15, 2009