



CRA TEACHER COMPENSATION POLICY

The Board of Trustees of Canyon Rim Academy values the Canyon Rim Academy Faculty. It is critical to the mission of the school that Canyon Rim Academy attract, develop, and retain teachers of the highest quality. Faculty compensation is one of many important elements in accomplishing these purposes.

The Board of Trustees has resolved that the school should continue to maintain flexibility and discretion in setting teacher salaries, but that teachers should have greater certainty in understanding how their salaries are being calculated. The Board has determined not to create a salary grid for the Faculty to be followed strictly, but to utilize Granite School District's salary chart, as updated annually, and other tools that may be developed over time, as general guides in setting compensation.

In the Board's experience, Granite's schedule typically includes a cost of living increase that correlates with annual increases in education appropriations from the Utah Legislature. Granite's schedule takes into account education obtained by the teacher and includes step increases based on years of teaching experience. One drawback of the Granite schedule is that step increases tend to flatline after a relatively short number of years, while the Board intends to maintain greater consistency in step increases based on years of experience.

The Board desires to set base salaries for all teachers at amounts substantially higher than the salaries set by Granite's pay scale, and to continue to implement other means of compensating teachers, such as performance bonuses, holiday bonuses, profit sharing contributions, and other benefits. If in the future the Board determines that Granite's schedule no longer provides a suitable frame of reference for compensating teachers, the Board may move in a different direction, continually with the intent to compensate teachers competitively.