



Section: **School Personnel**
Policy #: **2520**
Policy: **Salary Policy**

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Salary Policy

1. Principles

Salary grids will be developed using guiding principles that reflect the nature and purpose of our diocesan schools as Faith communities within the larger diocesan community.

2. Justice

All employees of our Catholic schools should receive a salary which is not only just in terms of the Church's teachings but also reflects a relationship with salaries received by people in similar positions outside the diocesan system in B. C.; e.g. other Catholic school employees, other independent school employees and public school employees. School Councils may offer salaries above the current 85% of the public system provided they have a balanced budget and have an Internally Allocated Reserve fund to support cost over runs. All staff must be informed by Council that what is possible one year may not be possible the next year.

3. Ability to Pay

Funds for operating our schools are provided primarily from government grants which are based on student enrolment and local school board operating costs, parish subsidies and local tuition fees. All operating costs for the schools including staff salaries, maintenance and instructional materials must be met from this combined income for the schools to remain viable. On average, approximately 85% - 90% of available funds are allocated to staff salaries by each School Council.

The financing of our schools operations is a shared responsibility which provides opportunities for all employees while recognizing the inherent funding limitations. These limitations may result in a salary which is less than 85% of the local public school equivalent. The CIS (N.D.) recognizes and appreciates the financial sacrifices of all staff in providing our children with a Catholic education.

School Councils with a balanced budget for the previous three (3) years, and who also project a balanced budget for an upcoming school year, may make a request to the Executive Committee to increase staff salaries to the level reflected in the proposed budget.

4. Qualifications & Experience

Staff salaries will be based on professional qualifications together with recognized relevant experience.