



Forest Ranch Charter School

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Board Policy – Compensation Review

1. Purpose

- a. In an effort to attract valuable employees and yet remain fiscally responsible, Forest Ranch Charter School shall apply a policy for reviewing the compensation structure of all top level persons employed by the school.

2. Process

- a. The process shall include three elements:
 - i. Review and approval by the Governing Board;
 - ii. Use of data as to comparable compensation;
 - iii. Contemporaneous documentation and recordkeeping.

3. Review and Approval

- a. The compensation of each top level person is reviewed and approved by the Governing Board. Persons with conflicts of interest with respect to the compensation arrangement at issue shall not be involved in this review and approval.

4. Use of Data as to Comparable Compensation

- a. 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.

5. Contemporaneous Documentation and Recordkeeping

- a. There is contemporaneous documentation and recordkeeping with respect to the deliberations and decisions regarding the compensation arrangement.

6. Adoption

- a. This board policy was originally adopted by the Forest Ranch Charter School governing board on May 19, 2009.
- b. This board policy was reviewed and approved by the Forest Ranch Charter School governing board on March 23, 2011
- c. The next annual review will occur on or before March 23, 2012.