

The Pinnacle's Compensation Policy

- Each position at The Pinnacle resides in a **salary band** consisting of an entry (or minimum) salary, midpoint salary, and maximum salary:

<i>Example</i>	Minimum	Midpoint	Maximum
Job 1	\$5,000	\$7,500	\$10,000
Job 2	\$11,000	\$14,000	\$17,000

- Each year, The Pinnacle completes a competitive market analysis of salaries at geographically relevant schools:

<i>Example</i>	School 1	School 2	School 3	School 4	Average
Job 1	3K - 9K	6K - 11K	5K - 10K	7K - 12K	5K - 11K
Job 2	12K - 18K	11K - 16K	13K - 19K	11K - 17K	12K - 18K

- Based upon this analysis, **salary bands** are adjusted to be competitive with the market as budget allows:

<i>Example</i>	Minimum	Midpoint	Maximum
Job 1	\$5,000	\$7,750	\$10,500
Job 2	\$11,500	\$14,625	\$17,750

- Employees are hired into a **salary band** based upon a number of factors: years of experience, types of degrees and / or certifications, special skills, bilingual abilities, previous salary, the level of demand for the position in the market place, and available budget.
- As a pay-for-performance or merit based employer, The Pinnacle provides all employees with an **annual performance evaluation** that measures the employee's success in completing goals related to their job at the school, e.g., improved student performance.
- Scores from the annual performance evaluation are used to determine the employees annual salary increase.
- To offset pay compression and to help employees reach the midpoint of their salary band, The Pinnacle uses a salary matrix system to provide employees in the minimum of their salary band with a higher percentage increase than those in the midpoint and maximum level of pay:

<i>Example</i>	Minimum	Midpoint	Maximum	Evaluation Score
Exceeds	5.00%	3.00%	2.00%	3.00 - 2.67
Meets	4.00%	2.50%	2.00%	2.66 - 1.67
Improvement Needed	1.25%	1.00%	0.00%	< 1.67

Effective August 1st, 2013