

**Compensation Administration****A. Establishing the CEC Network-wide Compensation Structure**

The CEC Controller and the CEC HR Manager will collaborate to develop an initial compensation structure for the CEC network. This structure should be competitive in local markets to the extent the CEC overall budget and each school's budget will allow.

B. Updating the CEC Network-wide Compensation Structure

As determined by the CEC Controller and the CEC HR Manager, the compensation structure will be reviewed in light of changes in local labor markets or other factors that would affect the compensation structure.

C. Merit Increases and Bonuses

1. Merit increases may be recommended by a supervisor to their manager, for someone who reports to the supervisor. The manager must approve all merit increases for anyone in their span of authority.
2. Available local market survey data and historical internal data, and the approved annual budget for each school, and the CEC compensation structure will be considered before any merit increases or bonuses are approved.
3. Final approval for merit increases and bonuses lies with the CEC Administrator, the CEC Controller, and the CEC HR Manager. They will keep the Board of Governance informed of any funds that are proposed to be spent in this way.