

## **Landmark Pay Philosophy**

A fundamental part of the culture at NHA is paying for performance. NHA believes that every employee can contribute to the company's long-term success, which is why compensation is directly linked to an employee's performance on the job.

Performance evaluations and the nine-box performance calibration serve as important communication links regarding work performance. NHA uses these processes to evaluate individual accomplishments and to identify areas for professional growth and development. The results of these performance tools directly impact the employee's total compensation package.

When determining an employee's compensation, NHA takes into account the credentials, qualifications, performance, and experience of the employee who holds the position.

The following provides important details about NHA's compensation philosophy.

### **Market**

NHA defines market compensation by examining the five to seven largest districts near the school in question and taking a weighted average of their pay scales.

Teacher scales for Landmark start at:

Bachelors – \$61,416

Masters - \$64,916

### **Pay Increases**

NHA reviews school compensation on an annual basis in the spring of each year (May-June). Each principal is given a pool of dollars to use towards rewarding the employees on their teams. The pool for teachers is determined based on the current salaries of their teachers, market and performance ranking. The pool for non-teaching staff is a predetermined percentage of base pay determined on company financial performance and can vary year-to-year. Increases are effective at the start of the next school year based on the board approved school calendars (not including principals). For principals the increase is effective at the beginning of the new fiscal year in July.

NHA reserves the right to determine if increases will be awarded based on organizational performance, individual performance and economic/market conditions.