

## 7.7 COMPENSATION OF SENIOR MANAGEMENT OF THE PRIVATE ECS OPERATOR

*Policy:* To ensure the senior managers' compensation aligns with the **Early Childhood Services Regulation (AR 126/2022)**.

*Purpose:* To provide guidance for the board of directors of G.R.I.T. Calgary Society on aspects of senior management compensation.

*Procedures:* To uphold such values GRIT will:

G.R.I.T. Calgary Society policies for compensation of Senior Managers align with Section 21-26 of the **Early Childhood Services Regulation (AR 126/2022)**. Subject to any amendment to the **Early Childhood Services Regulation**, the base salary of a full-time senior management employee will not exceed the maximum base salary applicable to level 2 board under Schedule 1 to the Superintendent of Schools Regulation (AR 98/2019) and no bonus, allowance or any other incentive will be paid in addition to senior management employee's base salary.

For reference to **Early Childhood Services regulation (AR 126/2022)** refer to <https://www.canlii.org/en/ab/laws/alta-reg-126-2022/latest/alta-reg-126-2022.html>

22(1) A private ECS operator must not offer, pay, or provide a base salary to a full-time senior management employee that is greater than the maximum base salary applicable in respect to a level 2 board under the Schedule 1 to the Superintendent of the Schools regulation (AR 98/2019).

23 A private ECS operator must not offer, pay, or provide to a senior management employee a bonus, allowance or other incentive pay in addition to the senior management employee's base salary.

**Approved by Board of Directors: August 2024**