

Association of Christian Schools International

Just Compensation

Issue:

The Association of Christian Schools International recognizes the importance of compensation in the life of each of its employees. Life is robustly material as well as profoundly spiritual and therefore we will give due attention to both the material and spiritual well being of every employee.

Procedural Position:

ACSI seeks to be as diligent in its business operations as it is in achieving its ministry mission. Therefore, we value just compensation. It is therefore our intent to compensate employees without unjust economic inequality or exploitation. We desire that our compensation packages are just and additionally reward special merit when appropriate.

Our compensation plan is based upon the following principles:

- All position categories shall have appropriate minimum salaries.
- There shall be no discriminatory or unethical compensation in any form.
- Compensation beyond the minimum standards shall be based on the nature, purpose, scope, and responsibilities of the position and shall take into consideration the level of professional preparation required for the position.
- The range of salaries for people in comparable positions shall be consistently reviewed and appropriately adjusted if necessary.
- When and where possible employees shall be offered a variety of forms of compensation.
- All employees will be offered additional compensation as a benefit to prepare for retirement.

Approved May 2004

Note: You may find this position statement by ACSI regarding just compensation for its employees helpful as you consider compensation for employees in your school of child care facility. Particularly note the six principles that underlie the statement.