



## **Principal/COO Remuneration and Benefits Redeemer Christian High School – 2024**

### **Remuneration**

The principal and Board negotiate remuneration on an annual basis. The ***Edvance Principal and Vice-Principal Compensation Report*** forms the basis for discussions of remuneration, with the following considerations based upon the grid:

- School size and local factors
- Years of principal experience
- Degrees and certifications held

### **Benefits**

Redeemer uses the CSI Canadian Insurance Plan with a few flex options to choose from. Redeemer will pay a fixed amount, regardless of the option selected by the principal. For example, Option 2 provides Health/Dental benefits with Redeemer paying for 75% of the cost and the principal covering 25%. Selecting a lower option may result in cost savings to the principal but provides reduced coverage which may make sense for families with overlapping insurance options.

Principal is entitled to 5 weeks of vacation with no obligation to monitor school operations over that time.

There is an allocation of funds for professional development.

There is a tuition reduction of between 0 and 50% depending on total family income for children attending Redeemer.

### **Pension**

Principal would contribute 8.05% of his/her salary to Christian School International Canadian pension plan. RCHS matches at 8.05%