



Step Up For Students Board

Compensation Committee

Purpose: The Compensation Committee is charged with recommending to the full board on an annual basis the appropriate compensation for the President and the total compensation strategy for Step Up For Students. The Compensation Committee is created by a board resolution and its composition is reviewed annually and approved by the full board.

Membership: The Committee shall be composed of at least two members selected by the board who are independent of and not compensated by Step Up For Students. If the board Chair is not a member, the Chair may attend meetings of the Committee and vote on Committee actions.

Authority and Responsibility:

1. Recommend to the full board the compensation strategy of Step Up For Students, consistent with the organization's mission and values.
2. Review management proposals regarding Step Up For Students' compensation and benefits programs to ensure such programs support the established strategy.
3. Review comparable compensation and benefits data of similar organizations and make recommendations to the full board based on that review.
4. With input from the Board regarding the performance of the President, recommend the President's compensation package for approval by the full board.
5. Review the compensation of other senior staff and consultants who report directly to the President to ensure consistency with the organization's compensation strategy.
6. Regularly report to the full board on its activities.
7. Annually review the Compensation Committee charter and recommend any changes to the full board.