



GCUASc STAFF REMUNERATION, BENEFITS & EQUITY PARTICIPATION POLICY

This policy **anchors fairness, motivation, sustainability, and long-term ownership**. It also protects the institution legally and culturally as we scale.

****GCU ACADEMY OF SCIENCES**

STAFF REMUNERATION, BENEFITS & EQUITY PARTICIPATION POLICY**

(Applies to all GCU Group education-related entities, campuses and programmes)

1. PURPOSE OF THE POLICY

This policy provides a clear, fair and sustainable framework for:

- Staff remuneration and benefits
- Performance-linked rewards
- Leadership incentives
- Long-term equity participation

The policy aims to:

- Attract and retain **high-quality, mission-aligned staff**
- Reward **performance, faithfulness and contribution**
- Support organisational growth and scalability
- Promote stewardship, accountability and ownership thinking

Remuneration at GCU is **earned, transparent and values-aligned**.

2. GUIDING PRINCIPLES

All remuneration decisions are guided by:

- **Fairness and equity**
- **Affordability and sustainability**
- **Performance and contribution**

- **Christian stewardship**
- **Transparency and governance**
- **Alignment with labour law and best practice**

Remuneration is not entitlement-based; it is **impact-based**.

3. SCOPE OF APPLICATION

This policy applies to:

- Teaching staff (K–12)
- After Care staff
- Tech Hub facilitators (education-linked)
- Management and leadership
- Administrative and support staff

It covers:

- Permanent and fixed-term staff
- Full-time and part-time engagements

4. REMUNERATION STRUCTURE

4.1 Base Salary

- Salaries are set according to role, responsibility, qualifications and experience
- Teachers' advertised starting salary:
 - **R24,694 per month (gross) negotiable, depending on skills, qualifications and experience**
 - Plus **13th cheque**, subject to performance and affordability
- Salaries are **reviewed annually**, subject to:
 - Performance outcomes
 - Financial sustainability

4.2 Salary Progression

Salary progression is influenced by:

- Quarterly KPI performance
- Demonstrated application of Christian values
- Skills development and added responsibility
- Leadership readiness

Automatic annual increases are **not guaranteed**.

5. PERFORMANCE-LINKED INCENTIVES

5.1 Short-Term Incentives

May include:

- Quarterly performance bonuses
- Team-based achievement bonuses
- Project-based incentives

Eligibility is determined by:

- KPI scores
- Conduct and values compliance
- Financial performance of the school

5.2 Long-Term Incentives

May include:

- Annual excellence bonuses
- Deferred incentives
- Equity or share participation (see Section 9)

6. BENEFITS (SUBJECT TO AFFORDABILITY & PHASE OF GROWTH)

Benefits may include, where applicable:

- 13th cheque
- Professional development funding
- Leadership development opportunities
- Reduced tuition for staff children (policy-based)
- Housing or accommodation support (Magaliesburg boarding campus phase)
- Transport or relocation support (growth phase)
- Wellness and pastoral support

Benefits are **not universal entitlements** and may vary by role, campus or phase.

7. LEADERSHIP REMUNERATION

Staff in leadership roles may receive:

- Higher base remuneration
- Leadership allowances
- Enhanced bonus eligibility
- Priority consideration for equity participation

Leadership remuneration reflects **accountability, risk and responsibility**.

8. PAY REVIEW & GOVERNANCE

- Remuneration decisions are reviewed by:
 - Executive Management
 - HR
 - Board / Trustees (where applicable)

- Adjustments must align with:
 - Budget approvals
 - Compliance requirements
 - Long-term sustainability

9. EQUITY / SHARE PARTICIPATION (FOUNDING & HIGH-PERFORMANCE STAFF)

9.1 Purpose

Equity participation exists to:

- Retain exceptional founding staff
- Reward long-term contribution
- Align staff interests with institutional growth

9.2 Eligibility (Summary)

Staff may be considered if they:

- Demonstrate **sustained exceptional performance**
- Uphold Christian values consistently
- Contribute materially to growth, leadership or innovation
- Meet criteria in the **Performance-to-Equity Conversion Policy**

9.3 Key Principles

- Equity is **earned, vested and conditional**
- No automatic or guaranteed ownership
- Subject to governance approval
- Subject to vesting schedules and exit clauses

10. DEDUCTIONS & COMPLIANCE

- Statutory deductions apply as required by law
- Payroll is processed in compliance with labour legislation
- Staff are responsible for personal tax compliance

11. TERMINATION & FINAL PAY

- Final remuneration calculated in line with law and contract
- Unvested incentives or equity may be forfeited
- Confidentiality and restraint obligations continue post-employment

12. POLICY REVIEW & AMENDMENT

- Policy owner: **GCU Group Executive Management / HR**
- Reviewed every **2 years** or upon significant growth or restructuring
- Amendments approved by Board / Trustees

13. ACKNOWLEDGEMENT

All staff acknowledge that:

- Remuneration is linked to contribution and conduct
- Incentives are not guaranteed
- Equity participation carries responsibility and risk
- Stewardship and excellence are expected

STRATEGIC IMPACT

This policy:

- Attracts mission-driven, high-performing staff
- Encourages ownership mindset
- Aligns rewards with values and outcomes
- Protects the institution's financial sustainability
- Prepares the organisation for scale and potential listing



If interested in teaching at the GCU Academy of Sciences school, which will start from Grade R – 4 in year 1, 5-7 in year 2, high school in year 3, After care and Tech Hub for all , please submit your motivation letter, CV, 12, SACE documents and qualifications to staffing@gcuasciences.co.za.

IN THE SUBJECT SECTION, PLEASE MENTION THE POST OR REFERENCE: E.G. APPLICATION FOR A TEACHING POST WITH THE SUBJECT YOU CAN TEACH AND THE LEVEL /CLASS.