



Start Young. Involve Parents.

July 30, 2017

Dear Terry N. Ford,

On behalf of Lumin Education, I am pleased to present you with the following compensation information. We are grateful to your service and dedication to our children, parents and to Lumin's mission and values.

Here is our 3-year plan for your compensation:

Terry N. Ford	2016-17 (this year)	2017-18	2018-19	2019-20
Base Salary	\$98,000	\$98,980	\$99,969.80	\$100,969.50
Discretionary Service Bonus (to be paid over 12 months)	\$4,900	\$4,949	\$4,998.49	\$5,048.47
Total Annual Compensation	\$102,900	\$103,929	\$104,968.29	\$106,017.97
Total Gross Compensation Per Pay Check	\$4,287.50	\$4,330.38	\$4,373.68	\$4,417.42
Est. Employer Contribution if health benefit elected, (not adj. for future premium increases)	\$9,350	\$9,350	\$9,350	\$9,350
Total Estimated, Annual Compensation	\$112,250	\$113,279	\$114,318.29	\$115,367.97

* Staff members are eligible for the Discretionary Service Bonus (DS Bonus) after completing 2 consecutive 12-month periods during which the employee works 1,000 or more hours during each 12-month period. We encourage you to consider investing all or part of your Discretionary Service Bonus in your retirement account. For more information on how to do this, please contact Amy Hawkins, our HR Associate at 214-824-8950 ext. 252 or Amy.Hawkins@LuminEducation.org .

If you have any questions, please contact your director or Sarah Fletcher, our Director of Business Operations at 214-824-8950 ext. 222 or Sarah.Fletcher@LuminEducation.org .

Gratefully,



Sarah C. Fletcher
Director of Business Operations

PAYROLL USE ONLY		Entered into Payroll: _____
Percent	Cost Code	
_____	_____	
_____	_____	
_____	_____	
		Approved: _____