GUIDING PRINCIPLES

• TRANSPARENCY: We openly share our compensation philosophy as an organization and what drives the overall compensation package. We provide transparency so that our staff feels confident that their compensation is competitive and equitable.

• EQUITY: We ensure that employees within the same position are compensated equitably, having considered factors such as years of direct professional experience, years of experience with KIPP, educational attainment, certifications, licensure and performance results. No gaps should exist based on gender, race and other demographic categories.

• SUSTAINABILITY: We are building an institution that will serve generations of families and scholars in St. Louis. We work to project our staffing expenses multiple years in advance to ensure we are operating in a fiscally responsible manner over the long term. We also work to retain our hardworking and talented team to ensure overall organizational sustainability.

• COMPETITIVENESS: We offer and maintain competitive salaries benchmarked against both local competitors and national charter benchmarks. We assess our competitiveness regularly to ensure that we are able to attract and retain our high-performing staff members.

COMPENSATION PHILOSOPHY STATEMENT

KIPP St. Louis seeks to ensure that its compensation system for all employees is competitive, equitable, sustainable, and transparent.

The primary reasons staff members choose to join KIPP St. Louis and opt to stay part of the community are grounded in the mission of our work and the students we serve, with compensation as an additional strong driver. Staff indicate that base salary is the most important factor in their overall compensation, and so we invest in base pay as the primary compensation mechanism.

Staff members rank traditional benefits as the second most important component of compensation packages. In particular, staff rank traditional health benefits (medical, dental, and vision) as the most important benefit component, and so we prioritize providing a quality package for these types of benefits.

Above all else, staff members value transparency and equity in compensation. Given that, we publish transparent salary schedules for teachers, fellows, and school leaders and provide transparency on the inputs into salary determination for all non-instructional staff members.

We also care deeply about ensuring that our most impactful staff members are rewarded for their impact. Given that, we will study how to implement performance into our practices in an equitable and intentional manner.
# Teaching Fellow Compensation Program

## Fellow Teachers

*Current Employees*

Achieving a higher degree gives you a 3% increase.

<table>
<thead>
<tr>
<th>Fellowship Year</th>
<th>Bachelors</th>
<th>Masters</th>
<th>Doctorate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>37,500</td>
<td>38,625</td>
<td>39,784</td>
</tr>
<tr>
<td>2</td>
<td>38,250</td>
<td>39,398</td>
<td>40,579</td>
</tr>
<tr>
<td>3</td>
<td>39,015</td>
<td>40,186</td>
<td>41,391</td>
</tr>
<tr>
<td>4</td>
<td>39,795</td>
<td>40,989</td>
<td>42,219</td>
</tr>
<tr>
<td>5</td>
<td>40,591</td>
<td>41,809</td>
<td>43,063</td>
</tr>
</tbody>
</table>

**Example:** Year 1 = 1st year teaching (new fellow), Year 5 = 5th year teaching (4 years of prior experience + current year)

### Additional Reimbursement for KIPP St. Louis Teaching Fellowship

KIPP St. Louis will reimburse the KIPP St. Louis Teaching Fellow participants in the UMSL certification and Masters program $225 per credit hour passed in good standing, up to $6,000 total (for fellows pursuing elementary ed 1-6 certification) and up to $10,000 total (for fellows pursuing early childhood education B-3 certification).

For additional information or questions please contact Human Resources at [HR@kippstl.org](mailto:HR@kippstl.org)

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2,5,10

One-time longevity bonuses will be applied after key years of service at KIPP St. Louis starting in Fall 2020.

- **$2K** after 2 years
- **$3K** after 5 years
- **$4K** after 10 years

### Benefits

KIPP St. Louis will continue to offer a **robust and comprehensive benefits package**.

### Degrees

KIPP St. Louis will recognize all advanced degrees by moving certified staff to the appropriate column.

15.5%

KIPP St. Louis currently contributes 15.5% toward the employee’s pension plan. Full-time employees are vested after 5 years.

### Stipends

Standard stipends can provide additional compensation for work performed in addition to normal responsibilities.

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1. Longevity bonuses will be paid out at the beginning of the 2020-2021 School Year.
2. Benefits will be re-evaluated at the end of the 2020 calendar year.
3. Subject to change based on the state of Missouri and the city of St. Louis.
4. Standard roles and payment amounts are predetermined and approved by KIPP St. Louis.