

## **PAY & BENEFITS INFORMATION**

In accordance with the Illinois Equal Pay Act, KIPP Chicago Schools discloses the general pay scale & benefits information for open positions. This document is aimed at providing compensation and benefits available to potential applicants. Please note that the details represent a general overview, and specific compensation and benefits (including eligibility for benefits) are discussed upon the extension of a job offer. Compensation ranges and benefits are subject to change.

### **Pay Scale Information**

The specific pay for each position is based on various factors, including experience, education, and specific role responsibilities. These ranges are provided to give the potential applicant an understanding of the potential compensation. Salaries at KIPP Chicago are based on relevant factors, including role, years of relevant experience, licensure type, additional leadership responsibilities, and competition with other offers. Our salaries increase annually and the general range is below:

#### **School-Based Roles, Hourly**

Position Type	Hourly Range
Paraprofessional	\$19.50- \$31.00/hour
Office Assistant	\$17.33 - \$20.00/hour
Office Manager	\$18.40 - \$25.00/hour
Custodian	\$19.50 - \$21.65/hour

#### **School-Based Roles, Salaried**

Position Type	Salary Range
Teacher Residents & Co-Teachers	\$40,000 - \$57,500
Teachers & Case Managers	\$55,000 - \$116,000
Related Service Providers	\$65,000 - \$100,000
Assistant Principals & Operations Leaders	\$80,000 - \$118,500
Principals	\$125,000 - \$157,500

#### **School Support Team Roles**

Position Type	Salary Range
School Support Team Staff	\$65,000 - \$99,000
School Support Team Leaders	\$90,000 - \$175,000
Executive Team	\$190,000 - \$255,000

### **Benefits Information - Full Time Staff (and Those Working More than 30 Hours Weekly)**

KIPP Chicago offers a comprehensive benefits package that includes medical, dental, and vision insurance, retirement plan benefits, paid time off, and access to financial planning & coaching. Specific benefits may vary depending on the role and employment type and/or status. Full-time staff members, and those working more than 30 hours weekly are eligible for the following benefits.



### Medical Benefits

KIPP Chicago's medical benefits are provided through Blue Cross Blue Shield of Illinois. Staff members contribute toward the cost of the insurance through payroll deductions, and contributions vary by plan and coverage type from 17% to 47% of plan costs. Available medical plans are:

HMO Option 1 (NHHB133)	PPO Option 1 (NPP83426)
HMO Option 2 (NHVBV026)	PPO Option 2 (MIBCO2030)
HSA Option (MPS93505)	PPO Option 3 (MPPC3836)

### Dental and Vision Benefits

Dental and vision benefits are provided through Blue Cross Blue Shield of Illinois. Staff members contribute a small amount (\$0.04 per family participant) toward the cost of coverage for each benefit.

### Retirement Benefits

KIPP Chicago offers a 403(b) plan and staff members may join the plan at any point. For eligible staff members, KIPP Chicago contributes 3% of the salary for that year. An eligible staff member may contribute another 2% of their compensation into the 403(b), and KIPP Chicago will match that contribution up to an additional 2%.

ISBE-licensed staff members contribute to the Chicago Teachers' Pension Fund via payroll deduction. The Employee (EE) portion of the CTPF contribution is 9% of a staff member's salary. Staff members contribute 4% and KIPP Chicago contributes 5%.

The Employer (ER) portion of the CTPF contribution is 11.16% of a staff member's salary. KIPP Chicago contributes the entire 11.16%.

### Flexible Spending Accounts

Staff members have access to optional flexible spending accounts/FSAs, which provide for pre-tax allocation of funds for certain medical and family care expenses. Eligibility and contribution guidelines are set by the IRS, and our flexible spending accounts are administered by Health Equity.

### Phone Benefit

Staff members receive a phone benefit, which provides a \$25 monthly stipend to account for the possible use of personal devices for KIPP Chicago-related business.

### Financial Wellness Benefit

Staff members receive access to Mariner Financial Wellness, a financial literacy and wellness organization offering both online and in-person financial coaching support (<https://hellospring.io/>).

### Paid Time Off and Sick Time

KIPP Chicago offers paid time off in the form of allotted sick time and accrued vacation time. The allotment of sick time and rate of vacation time accrual is dependent upon employment type.

### Employee Assistance Program (EAP)

Staff members receive access to the BCBSIL Employee Assistance Program (EAP). This platform offers web-based services designed to help address the personal concerns and life issues staff members may face during the course of their employment.

### **Benefits Information - Temporary Staff Members & Those Working Fewer than 30 Hours Weekly**

KIPP Chicago offers temporary staff members, as well as those working less than 30 hours weekly the following benefits.

### Paid Time Off and Sick Leave

KIPP Chicago offers paid time off in the form of accrued sick and vacation time. The sick time and vacation time accrual rate is calculated to conform to regulatory requirements.