

HOS Proposal on Salary Increase:

Factor 1: Budgetary Income

1. IHP's operating budget for the 2021-22 school year is 5.2 Million. IHP falls within the **75th percentile** of the ***Budget Under 7 Million*** category.
2. The average principal salary for schools in the ***Budget Under 7 Million*** category is 147K.
3. The average principal salary for schools within the **75th percentile** is 157K.

Factor 2: Student Enrollment

4. IHP's student enrollment for the upcoming school year is 240 students. IHP falls within the **75th percentile** of the ***Less than 300*** category.
5. The average principal salary for schools of within the ***Less than 300 Students*** category is 145K.
6. The average principal salary for schools within the **75th percentile** is 156K.

Upon review of the NYC Charter School Compensation Survey, Ivy Hill's current HOS salary is below the market index. To ensure Ivy Hill is aligned with schools within our peer group that are operating with the same enrollment and operating budget, I propose we conduct a market rate adjustment to the HOS's salary to meet the average we see present within the market.

I realize this adjustment could have a significant financial impact on the school's bottom line for the upcoming year, and think it's best to aim for the average within the market in a 2-step process.

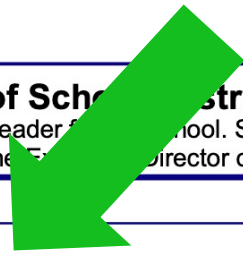
- Step 1: A 6.5% market rate adjustment to place the HOS salary at the compensation outlined in Ivy Hill's Approved Charter Application for Year 3 for the 2021-2022 school year.
- Step 2: A 6% market rate adjustment in 2022-2023 to meet the average salary for Principals within our peer group.

Thank you in advance for your review and I look forward to speaking further.

005 Principal/Head of School (Instructional Leader)

This position acts as the instructional leader for the school. Supervises, observes and evaluates all teaching staff and secondary school leaders. In charge of recruiting, interviewing and selecting teachers. Reports to either the Superintendent or the Board of Trustees.

All Schools	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	91	129	10,323.2	9,121.6	4,900.0	6,500.0	8,600.0	10,900.0	14,000.0
Annual Base Salary (\$000's)	94	137	148.2	150.9	120.3	135.7	150.5	162.0	182.0
Prior Annual Base Salary (\$000's)	84	119	143.2	144.1	105.0	129.1	147.5	155.9	175.0
Annual Bonus Paid (\$000's)	28	45	8.3	7.7	2.0	2.5	6.0	10.1	15.8
TCC (\$000's)-All	94	137	150.9	153.1	122.5	137.9	151.6	168.2	184.7
Budget Under \$7 Million	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	26	28	4,965.9	4,900.8	2,737.1	4,020.3	5,141.7	6,050.7	6,500.0
Annual Base Salary (\$000's)	26	28	144.3	147.8	117.5	130.0	151.1	157.1	177.5
TCC (\$000's)-All	26	28	146.0	149.6	123.8	135.0	151.9	157.9	177.5
Budget \$7-10 Million	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	34	46	8,446.7	8,314.8	7,200.0	7,500.0	8,150.0	9,056.5	9,780.0
Annual Base Salary (\$000's)	34	46	146.7	148.0	124.4	135.7	146.3	155.6	175.7
TCC (\$000's)-All	34	46	148.4	149.5	124.6	138.0	147.7	156.3	175.7
Budget Over \$10 Million	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	31	55	14,619.9	13,546.4	10,500.0	10,900.0	12,209.5	14,550.0	20,100.0
Annual Base Salary (\$000's)	31	55	152.1	157.5	120.0	145.2	155.0	176.5	185.0
TCC (\$000's)-All	31	55	156.6	161.2	122.5	146.5	167.5	182.0	193.6



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Less than 300 Students	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	19	21	4,473.5	4,332.5	2,699.2	3,328.7	4,900.0	5,227.3	5,813.2
Annual Base Salary (\$000's)	19	21	140.9	145.3	115.0	126.6	150.0	156.4	178.0
TCC (\$000's)-All	19	21	143.1	147.7	122.0	127.5	151.9	161.4	178.0
300-500 Students	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	44	56	8,400.1	8,260.5	6,560.0	7,200.0	7,801.0	9,143.8	10,393.2
Annual Base Salary (\$000's)	44	56	148.3	150.9	124.4	142.5	148.1	156.4	180.3
TCC (\$000's)-All	44	56	149.4	151.8	125.2	144.9	150.2	156.7	183.6
Over 500 Students	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	28	53	14,104.5	13,866.0	10,028.9	11,334.5	12,500.0	15,200.0	20,408.0
Annual Base Salary (\$000's)	28	53	152.6	156.5	126.6	145.3	154.4	173.8	183.8
TCC (\$000's)-All	28	53	157.7	160.9	127.4	149.7	162.3	179.2	189.9
Independent	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	47	81	10,611.7	10,196.9	5,137.6	7,350.0	9,224.3	12,284.1	15,440.0
Annual Base Salary (\$000's)	47	81	144.7	147.6	117.3	129.7	146.7	162.8	181.7
TCC (\$000's)-All	47	81	147.4	149.9	119.0	130.0	150.0	166.7	184.9
CMO	No. of Schools	No. of EEs	Wtd. Avg.	Average	10th Ptile	25th Ptile	50th Ptile	75th Ptile	90th Ptile
Annual Budget (\$000's)	47	56	8,431.1	8,114.9	4,738.3	6,400.0	7,600.0	10,000.0	11,394.1
Annual Base Salary (\$000's)	47	56	153.2	154.2	133.0	146.0	151.9	160.2	181.2
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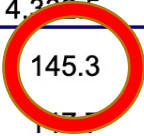
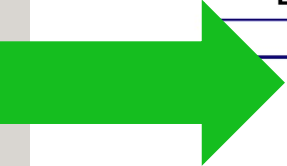
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168 ='Payroll Assumptions'!F44

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
54														
55														
56														
57					EXPENSES									<i>List exact titles included in the position category, if different from description, and staff FTE"s (Full time equiivalent)</i>
58					ADMINISTRATIVE STAFF PERSONNEL COSTS		No. of		OY1	OY2	OY3			State number of postions for years 2 thru 5 in assumptions if differ from year 1.
59					Executive Management (Budgeted in Charter Application)		1		133,900	137,917	142,055	146,316	150,706	1 FTE Head of School
60					Executive Management (Actual)		1		133,900	133,900	6/21: HOS Makes Proposal to BOT			
61					Instructional Management		-		-	-	-	-	-	
62					Deans, Directors & Coordinators		1.50		113,300	159,135	251,327	287,005	324,597	Curriculum in Year 3; addition of 1 FTE Middle School and Alumni Coordinator in Year 4
63					CFO / Director of Finance		-		-	-	-	-	-	
64					Operation / Business Manager		1.00		87,550	148,526	152,982	157,571	226,058	1 FTE Director of Operations in Year 1; 1 FTE of Operations Fellow in Year 2
65					Administrative Staff		1.00		51,500	53,045	100,531	103,547	106,653	1 FTE Office Coordinator in Year 1; 1 FTE Office Assistant in Year 3
66					TOTAL ADMINISTRATIVE STAFF		5.50		520,150	632,523	646,894	694,439	808,014	

