



PRINCIPAL IN RESIDENCE TOTAL REWARDS PROGRAM FOR 2022-23*

PURPOSE- STRONG LEADERSHIP DEVELOPMENT TO SUPPORT OUR GROWTH

We need strong internal and external candidates to enter and stay in our Principal in Resident (PIR) program and be prepared to launch and lead our new campuses. As a result, we are laying out the base total rewards package and additional options available to EDs if they choose to budget for them.

WHO IS ELIGIBLE

Anyone accepting entry into the PIR program for the 2022-23 school year. Specific incentives may have additional eligibility requirements.

BASE PROGRAM

Base Salary: Starts at ~\$60k annually less applicable withholdings (adjusted based on regional cost of labor group). The salary scale is competitive with public schools across our regions and offers are intended to account for prior experience, including years as a school leader. Once a PIR begins their first school year as Principal, base salary starts at \$95k (adjusted based on regional cost of labor group).

Recognition:

- Performance Pay: PIRs are eligible for a payment of up to 10% of salary. 40% of eligibility is based on IDEA hitting its entity-wide goals, and 60% of eligibility is based on individual objective goals determined as part of the program in collaboration with the PIR's mentor principal. Once a PIR begins their first school year as Principal with students, eligibility increases to 25% of salary.
- Executive Long-Term Incentive Plan: Once a PIR becomes a Principal with students, they are eligible for the Executive Long-Term Incentive Plan. This is structured such that each year our Executives return to IDEA in an Executive role, they earn an additional \$2500 installation of their target maximum bonus of \$10,000, and once the \$10,000 target is reached at 4 years, leaders continue to receive \$10,000 every year as long as they remain at IDEA in an ELC role.

Benefits:

- *Benefits Plans are reviewed annually to offer the most benefit possible to our staff members and will not be finalized until the 22-23 Benefits Handbook is released in July 2022. Please see Benefits team for details.*



- IDEA Public Schools offers at least three PPO medical plans for employees to select from, including at least one medical plan at no premium cost to employees at the employee-only coverage level. In TX regions, IDEA also contributes \$1000 annually in “Flex Credits” to apply to employee’s choice among a variety of supplemental benefits including a Health Retirement Account.
- PIRs select benefits based on the region they will land in as a Principal, not necessarily where they are temporarily placed as a PIR.
- IDEA offers an array of employee-paid supplemental benefits, which include:
 - Flexible Spending Account: Enables you to pay for eligible out-of-pocket medical, dental, and vision expenses with pre-tax dollars
 - Dependent Daycare Expense Account: Enables you to pay for dependent child care out-of-pocket expense with pre-tax dollars
 - Dental and Vision benefits
 - Short-Term and Long-Term Disability
 - Universal Life with Long Term Care insurance
 - And additional supplemental emergency coverage programs
- As full-time staff members, our PIRs are eligible for our Retirement programs in accordance with applicable law. Participants headed to TX or OH regions are automatically enrolled in the state pension plans corresponding to each state. Participants headed to our regions in Southern Louisiana and Florida are automatically enrolled in a 403b retirement plan with up to 4% employer match subject to applicable legal and plan requirements. Retirement plan options are subject to change as determined by IDEA and state regulations.

Relocation Allowance:

In order to address the financial concerns employees may have regarding an employment conditioned relocation, IDEA offers its employees the following relocation allowance which is based on the distance of the employee’s relocation from their current residence, in accordance with the below schedule:

MILES	STAFF MEMBER ONLY	STAFF MEMBER + 1 or more family members
50-300	\$2,000	\$3,000
301-500	\$3,000	\$4,000
501-700	\$4,000	\$5,000
701+	\$5,000	\$6,000

This amount is intended to help the employee cover (in whole or in part) expenses incurred by employee during the process of relocating such as the cost of meals, lodging



and travel or coach air transportation, movement/shipment of household goods, packing/unpacking, shipment of personal vehicle, insurance for moving, storage, costs related to sales of residence, etc. Relocation allowances are reported as taxable wages in accordance with tax law. The submission process for relocation assistance includes the following steps:

- Secure confirmation from your hiring manager or manager that you qualify for relocation allowance.
- Submit the relocation allowance form with MapQuest documentation to your manager. Please reach out to compensationsupport@ideapublicschools.org if you need the form and/or guidance.
- Submit relocation allowance form within 30 days of your relocation. If the form is submitted by end of day Monday of a particular week, and the PIR has completed the onboarding process, payment will be made that Friday.



ADDITIONAL PROGRAM FOR REGIONS NOT YET HOSTING PIRS IN SCHOOLS WITHIN REGION

Housing and Travel Allowance for Temporary Placements:

When IDEA asks a PIR to move for the PIR program to a different region and then again to their home/final region when placed as a Principal, circumstances may require that a PIR maintains multiple homes in both locations. In these cases, with Executive Director approval, IDEA will provide a taxable monthly housing allowance for the time period in which the PIR is working for a school outside their home region, beginning:

- No earlier than 30 days before the PIR's first day of required training
- Within 30 days of fulfilling all new hire paperwork requirements to become eligible to start as an IDEA employee *and* signing and submitting the Housing Allowance Agreement to IDEA's Compensation and Benefits team.

This housing allowance is not intended to cover the entire cost of housing, but rather to acknowledge the additional ask made of people taking on a temporary residence, and are calculated based on the cost of housing in the host/temporary region.

Host Region	Monthly Taxable Allowance
RGV	\$1000
El Paso	\$1000
San Antonio	\$1250
Austin	\$1500
Tarrant County	\$1,250

In addition to the housing allowance, IDEA will support travel for those temporarily traveling from their placement location to another "home/family" destination while awaiting permanent relocation to their final region as a principal. This will include a pre-determined taxable allowance as determined and approved by the Executive Director for their region.

These policies for Temporary Placements do not apply to PIRs already living in or moving directly to their home region at the start of the program and will be discontinued once the PIR relocates to their final/home region. An exception to this may be made in known housing-sparse regions based on ED approval for PIRs in process of seeking affordable housing.



House Down Payment Bonus:

Once a Principal offer is given and accepted, an additional bonus of \$5,000 will be paid for those opting to purchase a house in their home/final region. This is to be paid within 30 days of providing documentation of in-process or completed contract for home purchase to IDEA's Vice President of Compensation & Benefits for validation. The house must be purchased in the final region *between* the PIR's start date and completion of first year as a principal. If a house is purchased before the Principal offer is given (while a PIR), PIR is still eligible for the housing bonus once an offer to become Principal is accepted.

SPECIAL INCENTIVES FOR SPECIFIC REGIONS

Regions who meet pre-determined criteria for needing to import talent (limited response to interest survey, 0-1 high performing talent pipelines, not ranked in the top 250 places to live) may be eligible for customized incentives based on regional context, including potential referral or sign-on bonuses, relocation bonuses, or additional housing support. The Executive Director for the region and Human Assets team will agree on the specific incentives on an annual basis until the need has been met.

***THE FINE PRINT**

- In the event that a staff member receives the benefits above, and is separated from employment for cause or voluntarily leaves IDEA within one year, they will be required to repay a pro-rated portion of the incentive package via payroll deduction or through other IDEA approved repayment plan.
- All pay including recognition payments, relocation allowance, and housing allowance are considered and reported as taxable income.
- This policy applies to 2022-23 PIR offers only. IDEA reviews the policy annually and may terminate, amend, or modify this program, and/or change any other requirement or condition of the program as necessary.