



Dear Faculty and Staff,

As announced on June 23, 2021, PAFA is providing updates on topics of concern over the next few months. One topic we received a lot of feedback on was various aspects of compensation, benefits, and performance. The top concern was the lack of salary increases but you had other concerns as well. **We hear you** and are happy to report the following.

Looking Back

The 2019-2020 fiscal year was a difficult year due to COVID-19 which necessitated a reduction in workforce--thankfully it was more limited than other organizations in Philadelphia and around the country. That said, any reduction in force is enormously difficult for those impacted and for those who remain. To be equitable, PAFA made the decision to keep as many faculty and staff employed as possible rather than make broader layoffs. This included staff members who were not able to do their jobs with the buildings closed. PAFA paid not only salaries during this time, but also benefits so that employees would not be without health coverage or stress over uncertainty. This process was continued through the 2020-2021 fiscal year.

Salary Increases

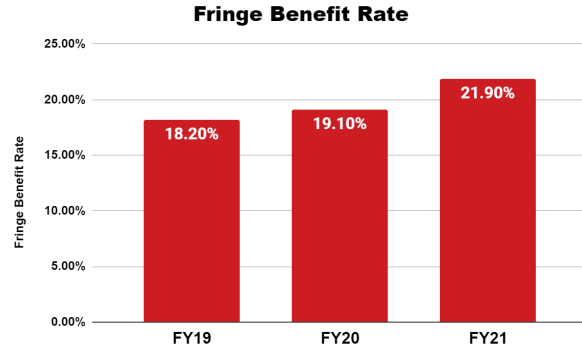
We are happy to announce, beginning **July 5, 2021**, all faculty and staff employed prior to December 31, 2020*, will receive a 2% pay increase. You will see your salary increase in the first full payroll period of the new fiscal year. With the exception of the senior staff, who will not receive a pay increase, this is across the board and is not based upon performance.



Compensation & Benefit Statements

Salaries are just one part of your total compensation. We heard that you needed to understand the total compensation you get as a PAFA employee. To that end, all

benefit-eligible faculty and staff will receive compensation and benefits statements on July 8, 2021. This way, you can see the value of your wages with your new salary annualized as well as benefits like medical, dental, vacation and other fringe benefits. The PAFA fringe benefit rate has steadily grown over the last three fiscal years. A [total compensation calculator](#) has been posted to the OISE-HR website. You can use it any time to help estimate the value of our benefits and see how it is an important complement to salary and wages.



We will be reaching out to schedule individual meetings to review your compensation and benefits statements with you. Stay tuned for additional updates on this topic and others!

**Those staff recently hired or promoted should refer to the stipulations in their letter.*

**OISE-HR
Website**

**Pennsylvania Academy of the Fine Arts
Office of Institutional Safety & Equity**