

# Supporting Our People

**Our remarkable staff and faculty enabled us to thrive during a difficult time for cultural and educational institutions throughout NYC and the nation.** While we have largely retained our people by continually investing in them, the physical and mental exhaustion of the pandemic is still being felt. By supporting our people more deeply and in new ways, we ensure BKCM's long-term sustainability.



## INTRODUCING SABBATICALS

In 2022 we rolled out a first ever sabbatical program offering eligible full- and part-time staff members paid sabbaticals of up to 12 and 6 weeks long, respectively. We couldn't be more thrilled to see how many of our employees are taking advantage of this new benefit. We believe these sabbaticals are well deserved for our talented, hardworking staff and will support continued high retention rates. The sabbaticals have the added benefit of empowering more junior team members to step into leadership roles on an interim basis.



## WAGE AND BENEFITS INCREASES

Mindful of the impact of inflation, in FY23 we gave our faculty and staff larger raises than ever before. With employee burnout a major contributor to the broader Great Resignation trend, we gave all staff members extra paid vacation days. In the 2023 - 2024 school year we rolled out additional Flex Pay and Paid Family Leave benefits designed for our largely part time employee base.



## PROFESSIONAL DEVELOPMENT OPPORTUNITIES

We have increased professional development opportunities for our 195+ faculty and staff. Each faculty member receives 10 to 15 hours of professional development a year. During the 2022-2023 school year, greater than 90% of our staff and faculty took advantage of one or more professional development opportunities, such as our micro grant program for faculty-proposed professional development or a series of DEI workshops on developing culturally responsive pedagogy which faculty get paid to attend.