



Fair Pay Guidelines | FY21 Budget Guiding Principles

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Guiding Principles

As part of our mission to cultivate the next generation of emerging artists, Ars Nova is committed to practices and programs that generate a more sustainable, equitable industry where those artists can thrive. Our commitment to **Fair Pay** is a core component of these efforts.

The **Fair Pay Initiative** was launched in 2016 with significant investment in immediate raises from our industry's widely accepted wage floors, and a promise to continually evaluate our compensation structure for artists and staff to strive towards a living wage so they feel financially secure and free to do their best, most innovative work. Initially designed to combat the challenges early-career artists face in NYC as cost of living far outpaces salary growth, this program has become more crucial than ever in the wake of industry closures and economic uncertainty created by COVID-19.

We recognize that the work of the Fair Pay Initiative is both not enough, and never done. Our commitment is to consistently prioritize individual compensation, pushing against a non-profit culture that makes more possible with less, on the backs of passionate and dedicated artists and administrators; to interrogate our practices and march as far as we can towards fair wages every year; and to implement these values equitably and transparently throughout our organization.

Full Time Permanent Team Members

Ars Nova strives to compensate its employees fairly and competitively within the not-for-profit entertainment industry, and uses a transparent **level salary system** to designate a range of compensation based on tiered levels of responsibility and authority. **The intention of the system is to ensure employees can feel confident that their pay is equitable across like-positions in responsibility and authority, and within the context of the organization at large.**

Ars Nova's entry-level compensation for full-time employees is set based on federal guidelines for living wages in New York State. Compensation packages increase from this floor following the transparent level salary system. New-hires typically begin at the bottom range of the level they are entering, and within each level there can be gradients in title and pay (i.e., an employee can receive a promotion and/or raise within any level, and there may be variations in titles and salaries within any level). While providing ranges and benchmarks, the leveling system leaves room for variations within levels based on longevity of service, experience, performance, etc., and is not meant to limit flexibility or mobility.

Ars Nova's Salary Leveling System is structured as follows:



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LEVEL <i>(levels do not directly correlate to titles)</i>	FY21 Salary Range	Notes
Level One <i>(Executive Leadership)</i>	\$125,000 - \$150,000	Exempt from overtime
Level Two <i>(Director, Non-Exec Leadership, etc.)</i>	\$75,000—\$124,999	Exempt from overtime
Level Three <i>(Manager, Associate Director, etc.)</i>	\$58,500—\$74,999	Exempt from overtime
Level Four <i>(Assistant, Associate, Coordinator, etc)</i>	\$47,000 - \$58,499	Eligible for 1.5x overtime for hours above 50/week

Additional Benefits

- Health and Dental Insurance Contributions:
 - *Ars Nova covers 100% of group Dental premiums (currently \$532/yr), and Employer contribution to group health insurance premiums range from \$3,600—\$9,000/yr. Employees who pay out of pocket for non-group state-subsidized catastrophic coverage can receive reimbursement up to the amount they'd receive for employer group coverage.*
- Annual personal Financial/ Estate Planning
- 403B Retirement Savings Plan (no employer match)
- Transitchek program for MTA, LIRR, MTN, NJT and approved rideshare commuter benefits
- Flexible Spending Accounts
- Employee Assistance Program offering confidential counseling, legal support, work-life solutions, financial advice, and more
- Short Term Disability Insurance
- Paid Family Leave
- Workers Compensation Insurance
- Ongoing Professional Development & Training
- Complimentary and discounted tickets and drinks at Ars Nova
- Open/Unlimited Paid Time Off, per the Open Paid Time Off policy

Open Paid Time Off

Ars Nova has an open Paid Time Off program for all Full Time Permanent employees. Ars Nova does not limit paid time off, but rather encourages team members to take the time they need for



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self-care to do the best they can at their job, and maintain a healthy work life balance. We require folks take at least ten days off each calendar year, outside of full office closures.

Additionally, we accommodate flexible schedules allowing teams and team members to collaborate to create schedules (including compressed work weeks, flexible start/end days, remote work, etc.) to best meet their personal and professional goals.

Additionally, the full office is closed multiple times each year including:

- Summer Break (typically 1 week office closure around fiscal year start)
- Summer Fridays (full or half days typically after ANT Fest)
- Winter Break (typically 1.5-2 week office closure around the end of the calendar year)
- Most Federal Holidays

Combined, the full office is typically closed 35-40 days per year.

Emerging Leaders Group

Ars Nova recognizes that the most prevalent way to get a foot in the door in the arts sector is to accept unpaid or poorly paid internships; that this limits this opportunity to individuals with means to support themselves while working unpaid; and that generations of systemic racism have resulted in vast wealth inequalities, so those who can afford to intern unpaid most often identify as white.

The Emerging Leaders Group is a paid, full-time training program for aspiring arts administrators from cultural backgrounds historically underrepresented in the arts. Typically, four fellows receive a \$525 weekly stipend for 35 hours of training a week for 25-week terms. This fee is designed to ensure that fellows receive no less than a minimum wage equivalent for their labor while they are in training. Additionally, fellows receive paid holidays and sick days, mentorship from staff, networking opportunities, and weekly seminars with industry professionals, with the goal to fully prepare them for an entry-level job at the end of their six-month session. In FY21, while our producing activities are hampered by the Covid-19 pandemic, we have collapsed these fellowship roles, offering two 32-week fellowships at the same rates.

Part Time Team Members

Part Time Recurring Team Members

Roles: Part Time Recurring members of our team include roles that are hourly or shift-based and regularly recur, including our House/Lounge Managers, Management Assistant, Bookkeepers, Custodial Support, Rentals Coordinator, and more. Part Time Recurring Team members can belong to different “categories” of employees, including administrative, technical, front of house, facilities, etc. Not all categories participate in all elements of our operations (in example:



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administrative members may participate in recurring administrative meetings/groups, while technical/FOH may not, etc.)

Rates: Hourly rates range from \$18-20/hr. There are shift minimums for on-site work as well as sales commissions of 1-5% when/if applicable. All training hours are paid.

Part Time Temporary/Overhire Team Members

Roles: Part Time Overhire members of our team include roles that are needed on a project-by-project basis and include Ushers, Box Office Managers, Production Assistants, Crew Heads, Carpenters, Electricians, AV Engineers, Drivers, and more. Part Time Temporary/Overhire Team members can belong to different “categories” of employees, including administrative, technical, front of house, facilities, etc. Not all categories participate in all elements of our operations (in example: administrative members may participate in recurring administrative meetings/groups, while technical/FOH may not, etc.)

Rates: Hourly rates range from \$15-30/hr, with shift minimums for on-site work. Hourly rate levels are set annually and are consistent by role (per venue, if applicable). Meaning, any person hired in a specific role within the same year (and venue, if applicable) will be paid the same hourly rate.

Additional Benefits for all Part Time Team Members

- Paid Safe & Sick Time Off
- Paid Family Leave
- Cancelled Shift Pay
- Workers Compensation Insurance
- Ongoing Training

Artist Salaries & Fees

Ars Nova is committed to paying above union minimum and/or industry standard for not-for-profit theaters of our size, across the board. We pay no less than minimum wage for hourly work that is typically un- (or under) compensated in our industry and/or is not covered by a union minimum.

Many of our artists are multi-hyphenates or label-defying, and we are committed to paying an artist for every hat they wear (i.e., if you are a writer and the music director on the same project, you will be paid for both of those roles).

Off-Broadway Production Artists and Team Members

We:

- pay writers/creators for their time in workshops/rehearsal/performances, not just for their time writing;



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- contribute to child care costs for working parents who are core creators on our World Premiere Productions;
- pay all artists on a "most favored nations"¹ basis, ensuring equity of engagement with us for all artists season-by-season;
- Increase total generative artist pay incrementally for each additional creator in a generative team;
- pay above-union-minimum rates, unless union minimums increase substantively in any given year; and
- increase rates annually, typically alternating raises between fee-based and salary-based team members.

Roles: Fee-based roles include Authors, Lead Creative Team members, and Supporting Creative Team members. Salary-based roles include Performers, Stage Managers, and Run Crew.

Rates: Authors receive a \$5000 advance against 6% royalties as well as a \$3750 rehearsal fee. Members of the creative team receive per-project fees ranging from \$1500–\$7725 as well as pension and health contributions to their union funds. Performers, Stage Managers and Run Crew receive weekly salaries of \$650–\$940/week, as well as contributions to their union pension and health funds, if applicable.

Ars Nova is a member of the Off Broadway League and works with members of Actors' Equity Association, United Scenic Artists 829, and Stage Directors and Choreographers Society, utilizing the collectively bargained Off Broadway Agreement.

Resident Artists & New Work Development

Roles: Resident Artists include Commissioned Artists, Playwrights-in-Residence, Companies-in-Residence, Play Group members, Makers Lab members, Vision Residents, CAMPers, and New York Community Trust Van Lier Fellows. These Residents are often supported by additional artists including performers, directors, and stage managers as they develop their new work.

New work development includes Play Group Out Loud Readings; workshops and readings of work created by our Makers Lab artists; and the many developmental steps undertaken with our commissioned artists to support the creation of new projects being developed towards world premiere productions.

¹ Most Favored Nation clauses (MFNs) are agreements in which an employer/producer agrees to treat a particular employee/artist no worse than all other employee/artists of that type/category. When Ars Nova uses the term, we commit to upholding both the spirit and the letter of the clause, and do not find "workarounds" to undermine its intent.



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Rates: Resident Artist fees and emergency grants in FY21 range from \$1250–\$7500 and are equitable across programs (i.e., all Play Group members receive the same compensation). All FY21 commissions are \$12,500, and all commissions are most-favored-nations per season. All supporting artists are paid no less than the minimum wage equivalent for their contributions.

Presenting Fees

In addition to developing and producing new work, Ars Nova regularly presents the work of artists through our Discovery programs, including One Night Stands, Showgasm, and ANT Fest. In these instances, Ars Nova does not form an employer-employee/contractor relationship. Typically, Ars Nova splits the box office with artists presented at the Ars Nova Hub in One Night Stands and ANT Fest. In FY21, in response to the Hub's closure due to Covid-19, we launched Ars Nova Supra. The ticket/income model for Ars Nova Supra was substantively different and potentially significantly decreased the compensation artists could expect from being presented by Ars Nova. So, we calculated the average net investment in a presented One Night Stand or ANT Fest show (including box office split and staff support) and used that amount as our most-favored-nations presenting fee. The presenting fee for One Night Stands and ANT Fest is \$800. Showgasm remains unchanged, with guest fees ranging from \$25-250.

Fundraising Event Honorariums

Ars Nova relies on contributions of all types of resources to operate, including financial, intellectual and time. A major component of our funding strategy is benefit events, which accounts for a large amount of contributions, both of time and money. These events do not follow all our fair pay guidelines, although we do offer honorariums for members of the team participating in the entertainment component of these events, ranging from \$100–\$2500. We also committed to paying an honorarium for any artists helping us with a grant application in which they have no direct financial gain.