



Teacher + Staff Compensation

Salary Schedule - TEACHERS

Some Intrinsic Schools benefits include:

Health Insurance

Comprehensive and competitive medical, dental and vision benefits.

PTO

8 days per year for sick, personal or vacation time, in addition to all planned district closures and breaks. Staff can elect to either be paid out or roll over up to 3 unused days (24 hours) per year.

Coaching & Club Stipends

Voluntary time spent coaching, leading clubs and other select out-of-school activities can be eligible for stipends.

Professional Fee Reimbursement

For teacher-licensure testing and other application fees.

No-Cost Financial Advising

Experienced, professional support to help guide financial planning.

Teaching Experience (Years Completed)	Annual Base Salary	Increase from Year Prior (\$)	Increase from Year Prior (%)
0	\$50,000		
1	\$51,500	\$1,500	3%
2	\$54,590	\$3,090	6%
3	\$56,228	\$1,638	3%
4	\$59,601	\$3,374	6%
5	\$61,389	\$1,788	3%
6	\$63,231	\$1,842	3%
7	\$65,128	\$1,897	3%
8	\$67,082	\$1,954	3%
9	\$71,107	\$4,025	6%
10	\$73,240	\$2,133	3%
11	\$75,437	\$2,197	3%
12	\$77,700	\$2,263	3%
13	\$80,031	\$2,331	3%
14	\$82,432	\$2,401	3%
15	\$84,905	\$2,473	3%
16+			2%

Salary Schedule - PARAPROFESSIONALS + CULTURE TEAM

Para Experience (Years Completed)	Annual Base Salary	Increase from Year Prior (\$)	Increase from Year Prior (%)
0	\$40,000		
1	\$41,200	\$1,200	3%
2	\$43,672	\$2,472	6%
3	\$44,982	\$1,310	3%
4	\$46,332	\$1,349	3%
5	\$47,722	\$1,390	3%
6+			3%

BENEFITS SNAPSHOT (continued)

Years of Service with Intrinsic

- \$2,500** For each staff member who completes 10 years of service with Intrinsic (eligible one-time)
- \$500** For each staff member who completes 5 years of service with Intrinsic (eligible one-time)

Mentoring + Student Relationships

- \$1,000** For staff members who support the same Advisory group for grades 9-12 through high school graduation (eligible every four years)
- \$500** For staff members who complete an average 95% of Summit Mentoring sessions bi-weekly (eligible annually)

Support for Special Populations

- \$1,500** All special education teachers receive this stipend annually for their work on IEPs, monitoring student progress and meeting other compliance goals within prescribed timelines (eligible annually)
- \$1,000** For teachers who obtain credentials and teach a dual credit course for seniors (\$1,000 per year, eligible annually)
- \$500** For teachers holding ESL certification (eligible annually)
- \$500** For staff who are fluent and willing to translate needed languages during Student-Led Conferences, phone calls and other straightforward family communications (eligible annually)

Miscellaneous Work Streams

- \$30/Letter** For staff members who write Letters of Recommendation for student(s). One letter per student per staff member is eligible, and must be approved by the Postsecondary Team.
- \$30/Hour** For teachers who support Intrinsic beyond regular instructional planning by building shared instructional tools and materials. Must be approved in advance.

Professional Summer Immersive

Up to \$3,500 to fund a customized, sabbatical-like learning experience to improve teacher practice. For example, enroll in a language program in Mexico or build and take a personalized Civil Rights tour across the U.S. By application only, and awarded to up to five teachers per year. Must have at least three years of Intrinsic teaching experience. Teachers may receive only one grant every 10 years.