



Calculating Years of Service for Intrinsic Teachers

Effective March 2020

Intrinsic determined your placement on the salary schedule based on our records of your years of service. If you have questions about your salary schedule placement, please contact Katie Jacobs for a resume review. Intrinsic will also be sharing criteria for calculating years of service for its prospective hires.

Intrinsic recognizes up to 10 years of prior full-time teaching experience in an accredited K-12 school. In order to qualify, employees:

- Must have held a minimum of a bachelor's degree at the time of the position
- Must have worked a minimum of 40 hours per week
- Must have taught for more than 50% of each day as the lead instructor (or special education co-teacher) providing direct instruction to students

In addition to direct, full-time teaching experience, Intrinsic also recognizes:

- Full-time instructional leadership positions in an accredited K-12 school (i.e., Dean of Instruction, Teacher Coach, Assistant Principal, etc.)

Finally, we also recognize paraprofessional experience at Intrinsic only toward teaching experience – recognized as one year of teaching for every two years of paraprofessional experience. Examples of experience that does NOT count towards years of teaching experience:

- Full-time or part-time teaching in a setting other than K-12 school (i.e., after school program, summer camp, etc.)
- Full-time tutoring or outside support (i.e., teacher's assistant or City Year Corps.)
- Student teaching
- Substitute teaching