

Teacher & Staff Compensation

Below is a list of some of the benefits that Intrinsic Schools offers:

Health Insurance

Comprehensive and competitive medical, dental and vision benefits with Blue Cross.

PTO

8 days per year for sick, personal or vacation time in addition to all planned district closures and breaks. School-year staff can elect to either be paid out or roll over up to 8 unused days from SY2022-23.

Coaching & Club Stipends

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

Professional Fee Reimbursement

Paid teacher-licensure testing and other application fees.

No-Cost Financial Advising

Experienced, professional support to help guide financial planning.

Flex Days

8 designated early release days per year for staff self-care.

Salary Scale - TEACHERS

Teaching Experience (Years Completed)	New Base Salary (Effective August 1, 2023)
0	\$58,000
1	\$59,500
2	\$61,000
3	\$62,500
4	\$65,048
5	\$67,521
6	\$69,410
7	\$71,354
8	\$73,358
9	\$76,501
10	\$79,671
11	\$81,923
12	\$84,243
13	\$86,633
14	\$89,094
15	\$91,629
16	\$93,442
17	\$95,290
18	\$97,176
19	\$99,099
20	\$101,061
21+	Annual Increases of \$1,000

Salary Scale - PARAPROFESSIONALS + CULTURE

Experience (Years Completed)	New Base Salary (Effective August 1, 2023)
0	\$43,056
1	\$44,286
2	\$46,820
3	\$48,163
4	\$49,547
5	\$50,972
6	\$51,476
7+	Annual Increases of \$1,000*

*Base salary not to exceed \$60,000.

Compensation 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 middle school staff members who meet expectations related to **Summit Mentoring** sessions (eligible annually).

Support for Special Populations

\$3,500 For **special education teachers who write IEPs**, to acknowledge time preparing for and attending meetings, monitoring student progress, and meeting other compliance goals within prescribed timelines (eligible annually).

\$1,000 For any staff member who has completed a **Masters degree in education or in their content area** (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** or a **bilingual endorsement** (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

\$2,500 For teachers who **teach six sections and two distinct courses** as the lead teacher. Not applicable to courses taught in PODs.

\$30/Letter For staff members who write **Letters of Recommendation** for students. One letter per student per staff member is eligible, and must be approved by the Postsecondary Team.

\$35/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, staff could enroll in a language program in Mexico, or build and take a personalized Civil Rights tour across the U.S. By application only. Must have at least five years of Intrinsic experience. May receive only one grant every 10 years.