

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

10 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 12 unused days from prior 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

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 - SUBSTITUTES

Experience (Years Completed)	New Base Salary - without PEL** (Effective August 1, 2025)	New Base Salary - with PEL** (Effective August 1, 2025)
0	\$49,875	\$54,600
1	\$51,450	\$56,175
2	\$53,025	\$57,750
3	\$54,600	\$58,800
4	\$56,175	\$59,850
5	\$57,750	\$60,900
6	\$58,800	\$61,950
7+	Annual Increases of \$1,000*	

*Base salary not to exceed \$63,000.

**PEL = Professional Educators License

Salary Scale - TEACHERS

Teaching Experience (Years Completed)	New Base Salary (Effective August 1, 2025)
0	\$61,509
1	\$63,100
2	\$64,691
3	\$66,281
4	\$68,983
5	\$71,606
6	\$73,609
7	\$75,671
8	\$77,797
9	\$81,129
10	\$84,491
11	\$86,879
12	\$89,339
13	\$91,874
14	\$94,484
15	\$97,172
16	\$99,095
17	\$101,055
18	\$103,055
19	\$105,095
20	\$107,176
21+	Annual Increases of \$1,000

Salary Scale - PARAPROFESSIONALS + CULTURE

Experience (Years Completed)	New Base Salary (Effective August 1, 2025)
0	\$45,661
1	\$46,965
2	\$49,652
3	\$51,077
4	\$52,544
5	\$54,056
6	\$54,591
7+	Annual increases of \$1,000*

*Base salary not to exceed \$63,000.

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

\$500 For all advisors who meet mentoring expectations.

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 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.

\$35/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.