TEACHER
COMPENSATION OVERVIEW

INGENUITY**PREP**

Compensation at Ingenuity Prep is rooted in the following principles:

EQUITY

We believe that internal equity is foundational. We ensure that employees within the same position are compensated equitably, having considered factors such as years of direct professional experience, years of experience with Ingenuity Prep, and performance results. No gaps should exist based on race, gender, and other demographic categories.

TRANSPARENCY

We believe that our staff members deserve to understand our compensation philosophy as an organization and what drives their overall compensation package. We work to provide transparency so that our staff feel confident that their compensation is competitive and equitable.

COMPETITIVENESS

We believe that our staff members deserve to be compensated at a fair and competitive level relative to both the national and local market, and that our benefits package should be best-in-class. We assess our competitiveness regularly to ensure that we are able to attract and retain our high-performing staff members.

SUSTAINABILITY

We believe that financial sustainability is key. We work to project our staffing expenses years in advance to ensure we are operating in a fiscally responsible manner over the long term.

Teachers Starting Salary Scales

Effective November 1, 2023

Years of Experience	Starting Salary
1	$64,890
2	$66,512
3	$68,175
4	$69,879
5	$71,626
6	$73,417
7	$75,253
8	$77,134
9	$79,062
10	$81,039

At Ingenuity Prep we value the experience staff bring with them when joining our team. Our starting salary scales take into account up to 10 years of prior years of equivalent experience. Staff who stay with us can earn the following annual performance-based increases based on the outcome of their Spring evaluation score: Highly Effective: 7%, Effective: 3%, Developing: 1.5%, Minimally Effective: 0%.

If you're interested in learning more about the intersection of current teacher salaries and years of experience, please click **here**.

Please contact us with any questions.