

| Teaching Levels | Annualized Salary | Attributes and Achievements | |
|----------------------|----------------------|--|---|
| Novice | \$47,000 to \$49,000 | <p>Traits of Novice Teacher:</p> <ul style="list-style-type: none"> • Earned a BA or BS Degree • Earned teacher certification • Has a track record of receiving and implementing feedback in their teaching practice • Observes other teachers and engages in thoughtful implementation of best practices • Seeks out additional professional development as needed • Fully plans all lessons to maximize learning • Fulfills extracurricular responsibilities • Builds and provides evidence of a positive classroom community • Boys' Latin Mission and Vision of success in college | <ul style="list-style-type: none"> • Uses educational technology to enhance student learning • Records and submits data in a timely fashion, meeting academic, behavioral, special education deadlines • Incorporates and can provide both video and student work evidence of regularly teaching the • Communicates regularly with a majority of teaching load's families with log entry support • Earns Special Education Certification • Earns Latin Certification • Earns Physics Certification • Approximate Years of Experience: 0-3 |
| Practiced | \$52,000 to \$56,000 | <p>Traits of Practiced Teacher:</p> <ul style="list-style-type: none"> • Meets most of the qualities above • Utilizes known best practices for teaching boys and tracks successful impact • Demonstrates engagement in the teaching profession through regular attendance at external professional development and turnkeys learning to the broader teaching community • Exhibits professional maturity in interactions with all members of school community | <ul style="list-style-type: none"> • Regularly implements and records appropriate and effective instructional interventions for students • Serves as a Grade Level Chair • Established systems and responsiveness to involve families in the classroom throughout the year with evidence of engagement and impact • Demonstrates expertise in benchmark and curriculum development • Develops camaraderie with the staff community • Approximate Years of Experience: 3-5 |
| Developed | \$56,000 to \$66,000 | <p>Traits of Developed Teacher:</p> <ul style="list-style-type: none"> • Meets most of the qualities above • Serves as Department Chair • Serves as PLC Leader • Emerges as a respected leader and role model schoolwide • Leads professional learning opportunities for colleagues • Demonstrates a track record of support, differentiation and accommodation for students with different learning needs | <ul style="list-style-type: none"> • Prompts students to explore and leverage their learning data • Initiates and implements action research on best practices • Demonstrates ability to implement significant course curriculum planning with positive student growth impact • Earns a high needs certification as per the needs of the school (E.g. Wilson Reading, Orton Gillingham, Touch Math, Just Words, etc.) • Earns Dual Certification that includes Special Education • Approximate Years of Experience: 5-8 |
| Distinguished | \$66,000 to \$73,000 | <p>Traits of Distinguished Teacher:</p> <ul style="list-style-type: none"> • Meets most of the qualities above • Demonstrates 3 or more years of exceptional results (as measured by student achievement data and growth data) • Viewed by all stakeholders (parents, students, peer teachers, department chair and school administration) as an exceptional teacher-leader • Leads faculty learning for implementing strategic initiatives and best practices and demonstrates positive impact on faculty growth | <ul style="list-style-type: none"> • Leads learning in the induction of new hires • Maintains robust, professional, inspirational, supportive relationships with both students and alumni • Takes initiative to improve vertical and horizontal alignment of curriculum beyond classroom with evidence of impact • Earns National Board Certification • Approximate Years of Experience: 8-10+ |
| Excelsior | \$75,000 to \$85,000 | <p>Traits of Excelsior Teacher</p> <ul style="list-style-type: none"> • Meets most of the qualities above • Demonstrates expertise in curriculum development with evidence of impact • Demonstrates expertise in instructional strategies with evidence of impact • Demonstrates expertise in cultivating strong classroom and school community relationships with evidence of impact | <ul style="list-style-type: none"> • Demonstrates expertise in building partnerships with parents though EFN and family collaboration with evidence of impact • Serves as ambassador for the school through community partnerships • Serves a culture keeper of school traditions • Approximate Years of Experience: 10+ |

Boys' Latin of Philadelphia

Faculty Compensation and Performance Plan



Additional Compensation Opportunities

Leadership Compensation:
Faculty in positions of leadership that coordinate others and/or support the operational or curricular needs of the school are eligible to receive an additional annual salary adjustment.

Stipends:
Faculty dedicating time as an advisor for teams, clubs, or groups, that require practice ,competition, summer duties, performance or publication are eligible for additional stipends.

- Other Unique Benefits:**
- Reimbursing teacher licensure testing and application fees with faculty commitments
 - Up to \$2,500 tuition reimbursement annually
 - Wellness incentive reimbursement (25% of wellness costs, up to \$100 annually)