

Teaching Levels	Annualized Salary	Attributes and Achievements	
Novice	\$55,000 to \$58,000	<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 position classroom community 	<ul style="list-style-type: none"> • Boys' Latin Mission and Vision of success in college • 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 curriculum • 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	\$58,000 to \$65,000	<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 the school community 	<ul style="list-style-type: none"> • Regularly implements and records appropriate and effective instructional interventions for students • Serves as 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	\$65,000 to \$70,000	<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 track record of support, differentiation, and accommodation for students with different learning needs • Prompts students to explore and leverage their learning 	<ul style="list-style-type: none"> • 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	\$70,000 to \$80,000	<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 with demonstrated impact on faculty 	<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 curriculum beyond classroom with evidence of impact • Earns National Board Certification • Approximate Years of Experience: 8-10+
Excelsior	\$80,000 to \$100,000	<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 through EFN and family collaboration with evidence of support • Serves as ambassador for the school through community partnerships • Serves as a culture keeper of school traditions • Approximate Years of Experience: 10+

Boys' Latin of Philadelphia Teacher Compensation and Performance Framework



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 in tuition reimbursement annually