



UNIVERSITY PREP BENEFITS PACKAGE FOR TEACHERS

- *Salaries starting at or above the district (DPS) average and growing at a faster rate (**For those with less than 10 years of teaching experience*)
- 100% of medical benefits covered for all employees
 - *Up to \$ 600 in contributions to a personal wellness account*
- Potential access to signing bonuses and moving stipends
- Entrance into our Teacher Career Pathways and Opportunities (TCPO)
 - *Includes additional compensation (Up to 10K) and opportunities for instructional coaching, grade-level leadership, and personalized PD based on areas of interest/focus.*
- Three weeks of summer professional development (PD) for new employees (two weeks for returning employees)
- Robust PD over the course of the school year (including our Summer Institute)
 - 140+ hours of PD for new instructional staff
 - 110+ hours of PD for returning instructional staff
- Weekly personalized coaching and supports:
 - Time to connect (our leaders go beyond helping develop your technical skills and ensure we know what's going on with you)
 - Classroom observations including real-time coaching
 - Observation feedback sessions
 - Co-Intellectual Prep meetings (working with you to prepare for instruction)
 - Data meetings to analyze and action plan
- Weekly time for grade level teams to collaborate and engage with each other with a focus on helping all of our scholars succeed

**Based on the starting salaries with those who have bachelor's degrees and based on the district's average year over year growth.*