

# Gateway Public Schools Career Stages Model

At Gateway Public Schools, we are transitioning to a new model to increase salaries for teachers. Our goals with this model are:

- Teachers' expertise and contributions are recognized in a more meaningful way than on a traditional "step scale," which simply values years of experience and educational credits
- Teaching at Gateway is financially sustainable for teachers, ensuring a livable salary given the high cost of living in the Bay Area
- Incoming faculty will be made a competitive offer based on their prior teaching experience and expertise; their career stage will be determined in the course of their first year of Gateway.

## Career Stages Model Overview

Gateway's Career Stages Model is based on three domains of educators' practice. As teachers' competencies grow in these domains, they move across the Career Stages continuum and their compensation increases. Each Career Stage offers differentiated support, professional development and leadership opportunities.



### Target minimum salaries for each stage

	Developing	Accomplished	Advanced	Master
<b>2019-2020</b>	\$70,000	\$75,000	\$85,000	\$95,000
<b>2020-2021</b>	\$75,000	\$80,000	\$90,000	\$100,000