

Grounded in recognition, transparency, and equity, Gestalt’s compensation philosophy reflects our belief that extraordinary people deserve to be seen, supported, and rewarded for the meaningful work they do every day.

Compensation Philosophy

At Gestalt, we believe the people who serve our scholars and communities every day are core to our success. Our compensation philosophy reflects our commitment to a comprehensive total rewards package that supports staff wellness, fosters personal and professional development, and recognizes the meaningful impact our team members, especially our teachers, have on student success.

Compensation is one way we live out these commitments and our system rewards the expertise and dedication our staff bring to their roles, while ensuring that decisions are clear, fair, and equitable. Along with salary, our total rewards package includes robust benefits because we know that truly investing in our people means supporting their whole lives, not just their work.

We believe the experience, knowledge, and preparation our staff bring to their work are essential to our scholars’ success. In the spirit of investing deeply, we aim for compensation to reflect the expertise that enables our team to lead, teach, and serve with excellence. For educators and school-based roles, this includes recognizing years of relevant experience, levels of relevant education, and professional credentials. For the network team, we consider relevant experience alongside scope of responsibility, leadership expectations, and the impact of the role across the organization.

Because we seek to love radically and build a community grounded in trust, our compensation practices are designed to be clear and understandable. Every staff member should be able to understand how their compensation is determined, from how starting salaries are set to how compensation may grow over time. By communicating our processes and criteria openly, we aim to create clarity and strengthen trust in our system.

Equity is central to our mission and the community we are building together. We are committed to compensation practices that promote fairness and consistency across the organization. This means establishing clear guidelines for how compensation decisions are made, ensuring similar roles are compensated consistently, and regularly reviewing our practices.

At Gestalt, we know that fulfilling our mission and meeting our goals requires extraordinary people. By building a compensation system grounded in recognition, transparency, and equity, and that includes both meaningful compensation and strong benefits, we aim to reward our staff and invest in their continued growth, which allows us to strengthen our ability to serve our scholars and our community.

Your Placement on the Teacher Salary Scale

Gestalt’s Teacher Salary Scale recognizes your prior years of teaching experience. You will be placed on the scale using the years of experience reflected on TNCompass.

Below, you can find the teacher scale, information about the annual bonuses, examples of how your salary will be determined, and the process for submitting updated information to TNCompass if necessary.

Teacher Salary Scale and Bonus Eligibility

Your base salary is determined by your placement on the salary scale. Annual bonus eligibility is based on:

- **Expertise Bonus:** Tennessee professional teaching license and/or relevant advanced degree
- **DAMO Performance Bonus:** Students meeting the prior year’s defined growth target
- **LOE Performance Bonus:** Rating of a 4 or 5 on the prior year’s evaluation

Step	Base Salary
1	\$52,000
2	\$53,040
3	\$55,162
4	\$56,265
5	\$58,515
6	\$59,686
7	\$60,879
8	\$62,097
9	\$63,339
10	\$65,873
11	\$67,190
12	\$68,534
13	\$69,904
14	\$71,303
15	\$74,155
16	\$75,638
17	\$77,151
19	\$78,694
19	\$80,267
20	\$81,873
<i>Step 1 = 0 Years of Experience</i>	

Expertise Bonus	
Certification	\$1,500
Education	\$1,500

DAMO Performance Bonus	
DAMO	\$2,000

LOE Performance Bonus	
4	\$400
5	\$500

Examples of How the Teacher Scale and Annual Bonuses Work

Scenarios	Guaranteed	Determined on a yearly basis			Total
	Base Salary	Expertise	Performance		
Teacher A: Starting at Gestalt with 1 year of prior lead teaching experience	Step 2: \$53,040	\$1,500 <i>For their Masters in Teaching</i>	N/A <i>This is their first year at Gestalt</i>	N/A <i>This is their first year at Gestalt</i>	\$54,540
Teacher B: Started at Gestalt with 3 years of prior lead teaching experience, now entering their 2nd year with Gestalt	Step 4: \$58,515	N/A <i>They have a BA and their practitioner license</i>	\$400 <i>For earning a 4 LOE score</i>	N/A <i>They did not earn DAMO</i>	\$58,915
Teacher C: Started teaching career at Gestalt, entering their 7th year of teaching	Step 8: \$62,097	\$3,000 <i>For their professional license and Masters in Teaching</i>	\$400 <i>For earning a 4 LOE score</i>	\$2,000 <i>For earning DAMO</i>	\$67,497

Updating Your Information on TNCompass

If you would like to submit updated information on TNCompass, employees should contact their previous employer(s) regarding completing the [TDOE Experience Form](#). Completed forms should be sent to the People Team via hrteam@gestaltcs.org.