



Beat Performance-Based Pay Structure

The performance-based pay structure is intended to be a way for you to grow in compensation and skill as a teacher. Once you have demonstrated a skill set proficiently, you will move up in tiers and earn more money per class. To move to the next pay tier, you will still need to demonstrate and maintain the skills and responsibilities in the preceding tier.

The idea behind our pay structure is to develop a culture in which we support each other and are rewarded for doing a good job. It is also a place where you can look at expectations for yourself and others. The better we are at our job, the better the student experience.

Beat reserves the right to add or edit responsibilities that must be achieved at each pay rate.

Studio proficiency will be evaluated by Rachel, and/or other designated parties. Teaching proficiency will be demonstrated through feedback evaluations.

Note that experienced teachers may be able to jump through this checklist faster than new graduate teachers. All class pay rates displayed are 1099.

Beat believes in paying for hours outside of scheduled classes. This includes but is not limited to meetings, promotional events (such as photo shoots), giving feedback (if and when you become a member of the feedback team), etc. This time will be compensated at \$15/hour.

If you believe you are ready to move up a Tier, just let us know! We are happy to discuss pay. We believe in transparency and setting strong expectations which is where all this comes from.

Rachel may not always realize right away that you have met your tier requirements, so please take initiative on this and reach out!

Teacher in training: \$35/class (60minutes); \$45/class (90minutes) ***

*Brand new teachers (graduate) will be paid at the “training” rate until they are able to be at the studio solo, successfully complete all pre and post class responsibilities, and check students in on Mariana Tek with few mistakes. *You must demonstrate that you can show up on-time to

open the studio, unlock the doors 20minutes before class, start class on time, and end class on-time

*Teachers in tier one can move on when they demonstrate the above skills and also show that they are taking the initiative to continue their teaching journey by enthusiastically and efficiently implementing feedback

*In this tier, you are working to familiarize yourself with our values and mission statement

*You are learning the different packages that the studio offers so that you can confidently talk about them to students

*If you don't know something, you are comfortable saying "I don't know" and then either reach out to Rachel or front desk staff to find the answer.

*You relay any incidents with students (if someone leaves early, shows up late, is rude, etc.) to Rachel or management so that they can deal with it right away.

*In this tier, you are actively working to familiarize yourself with our values and mission statement

This is your opportunity to embrace the Beat culture, get on board with what we are doing, and learn everything you can. You're encouraged to shadow at the front desk during these first few months. If necessary, completion of the Mariana Tek Online training may be required.

Shadowing is not paid, and it is assumed that you will show initiative in communicating to owners if and when you wish to shadow. This can simply be done before/after you come to take a class.

Tier 1: \$40/class (60minutes) \$50/class (90minutes) - New (1-3 years experience) Teacher and/or substitute teacher rate (sub rate for teachers without a permanent slot on the schedule)

Teaching Proficiencies:

*Newer graduate teachers and subs are paid at this rate as they continue to gain confidence in their teaching and also fully embrace the studio culture, procedures and responsibilities.

*You have a good command of the room with effective cueing, ask permission for touch EVERY time, and teach in a way that is in alignment with Beats vision and principles.

*You understand the basics of class types and can guide new students proficiently

*Your classes are taught appropriately to the level and description every time.

*You have good energy and voice volume in class. Students can hear you at all times, whatever you are doing. You wear a mic during classes where mics are required.

*Your posture when teaching is appropriate and inviting (i.e., not leaning against the wall, strolling through class, hands on hips, holding a drink, etc.)

*You do not practice while teaching - if it is appropriate to mirror or demo a pose you cue where the students can hear you (i.e., not with your face away from them in down dog, face to the floor in warrior 3, etc.)

*You're open to feedback, mentoring and are enthusiastically learning

*You are continuing to learn your craft and demonstrate dedication to being the best teacher you can be by practicing when possible, being receptive to feedback, and continuing to learn by taking advantage of studio workshops and events (or you seek education outside of Beat. Can simply be reading an educational book about the style that you teach).

Studio Proficiencies:

* You look, speak, and act professionally toward all clients and staff members

*You know how to work the front desk, show up on time, and demonstrate that you can be alone at the studio without another staff member to assist you

*You show your teammates at Beat support by lending a hand when the studio is busy, doing all of your sidework, and generally being friendly and kind while at the studio, even if you are just there to practice.

Tier 2 Teacher: \$45/class (50 & 60min) \$55/class (90min) + Free Personal Membership + Friends/Family Membership (FF membership for regularly scheduled teachers and not for

subs). Teachers with 3+ years of experience may start at Tier 2 if they have the proper certifications in the modalities taught at Beat. If teachers with 3+ years of experience need mentoring while they learn the Beat class styles, they begin at Tier 1.

Teaching Proficiencies

*You show strong intuition for the timing of overall class, start and end class on time, have appropriate time spent in Savasana, appropriate timing to the arc of class, etc.

*Your classes are taught consistently with other classes offered at Beat in a similar style and are infused with your personality. Yet, your classes have a variety and are mindfully put together (i.e., you don't teach the same arms and abs strength pilates class every time and you switch up your playlists). *Does not apply to teachers who teach a set sequence.

*You embrace yoga's roots and philosophies and offer pieces of it in your classes that extend beyond asana when appropriate in scope and based on individual knowledge. For a certain lineage, such as the OG hot, you are able to confidently talk about the philosophies of the class: why do we do what we do in the way that we do it.

*Your cueing is precise and appropriate, not full of filler words such as "and then," "we are going to," etc. It is directional, in command form, and it is always clear what you want the students to do

*From time to time and where appropriate, you can demonstrate a specific part of a posture or move. These demos are quick, clear, and succinct (regular classes are around 30 seconds. More challenging postures/moves demos are less than 60 seconds)

*You understand how to offer pose or move options and variations and not just "rest in child's pose" or "take it easy" *pose variations do not apply to Bikram teachers. Bikram teachers know how to spot a student struggling and can offer encouragement and educate the student on ways to breathe and be still

*Additionally for Bikram teachers, you know how to handle first time or newer students who are struggling by encouraging them to take it easy and checking on them if they need to leave the room.

*You introduce the class you are teaching at the beginning of class every time you teach (quick and concise)

*You articulate announcements at the end of every class, every time, based on the provided announcements in Slack *when announcements are printed on the podium for you to read

*You treat being a teacher professionally and act professionally in student, colleague, and management interactions and teach your classes as a professional and in accordance with studio policies.

*Your playlists are appropriate and mindfully put together.

* You can manage teaching with minimal support

-This includes setting up the room, Mariana Tek basics, door lock, lights, speaker, mic, etc.

Studio Proficiencies

*You consistently follow guidelines outlined in the Beat teacher handbook and the studio policies and procedures

*You understand the basics of Mariana Tek (how to create a sale, payment method, check people in, convert a guest, take people out of class, sell a membership, etc.)

*You can explain and sell the Intro Offer with ease and understand when it starts, that there are no pauses allowed for intros

*You know what memberships receive Guest Passes and how guest passes work

*You're open to feedback and actively working on implementing feedback received. You are interested in developing as a teacher and use feedback as a springboard to do this.

*You're able to open and close the studio alone and know where to find opening/closing checklists and open/close based on those checklists. You always complete all of your responsibilities pre and post class

*You take concerns or problems to Rachel promptly; this includes studio or student issues as well as any issues with policies or anything that just sits with you the wrong way.

*You go out of your way to greet new students, checking in with them **both** before and after class - giving first time students studio tours

*You engage students before and after in the lobby and/or yoga space:

- Offer tips and other information
- _Make students feel like part of the community
- _Offer Class Suggestions based on their goals at the studio
- _Ask how they are feeling

*You let Rachel know if we are low on supplies and/or need to order something or if there is an issue with the studio itself

*You're able to speak enthusiastically about upcoming studio events, classes, etc. and announce at the end of every class

Tier 3 Teacher: \$50/class (50 & 60min) \$60/class (90min) + Free Membership + Friends/Family Membership Pass

Teaching Proficiencies

* You have consistently taught 1 scheduled class per week minimum at the studio for at least 8 months and are currently teaching 2 classes per week, when possible

*You have taken all class styles at least twice and can effectively communicate the differences to students. *if proximity to the studio is a serious barrier, simply taking it upon yourself to understand the modalities at Beat and be able to correctly communicate what they are to students will suffice

*You can receive feedback professionally and implement suggestions immediately

*You use sequencing as a progressive tool to set students up for success. *Only for Pilates teachers

*You often teach your classes with an anatomical focus and educate your students on what that body region does and how to access it.

*You have demonstrated an elevated understanding of anatomy based on your sequencing and/or cueing.

*You regularly bring in yoga's more philosophical roots, be that in theming or incorporating more than just asana within the class (pranayama, etc.) *(only applies to yoga teachers)*

*You sub classes regularly. Subbing is demonstrative of creating a community environment amongst the teachers and helping each other out.

*You promote your classes on social media (if applicable)

*You show strong intuition with in-person classes and hold space by not practicing, using direct command form, knowing mirroring and demoing opportunities, and using them appropriately.

*You give simple, straightforward alignment-based corrections throughout the class based on the students in the room. You can read the room and not cue out of habit but based on need. If a student does not hear or understand your correction, you know when to move on.

*Your cueing is clear and succinct, and knowledge of appropriate depth cues is given. You understand how to cue for depth and know when that is appropriate. You also know when silence is appropriate and how to hold space for it

*Your sequencing demonstrates above-average knowledge of the body and makes sense, is followed easily, and is appropriate to the class style in which you teach *does not apply to set sequences

*You use students' names in appropriate ways in class either for positive reinforcement or a helpful correction (not to fix or shame)

*If you opt in for assists, you understand when they're needed, both alignment and depth assists and are not hesitant to do so; you utilize two-finger and touch point assists when it would enhance the student's experience. You know when this is appropriate and are confident with the assists you give them. For clarity, if you choose not to ever offer assists, that's cool too.

*Your retention is above 40% consistently (based on MT metrics)

*You give students a reason to come back

*This will be looked at case-by-case by running and analyzing retention reports in Mariana Tek. Please ask Rachel to run your full retention report if you are curious about where you stand.

Studio Proficiencies

*You go above and beyond expectations. Some examples are:

*You're able to multitask seamlessly at the desk (checking attendance, recognizing when someone's package is almost expired, updating billing info, if someone seems on the fence about a class pack or Auto Pay being able to direct them to the membership that makes the most sense, etc.)

*You bring attention to things that need to be addressed to front desk or Studio management (TP to be restocked, floors need to be mopped, etc.)

*You have above-average attendance in the majority of classes

o Note: This will be looked at on a case-by-case basis. For example, we would not compare a Friday 8am Power Vinyasa class with a Saturday 12pm Hot Pilates class. We will look more at each time slot and compare those against each other.

*You regularly attend the required number of teacher meetings

*You fully comprehend all of Beat's offerings and can easily and naturally chat with students about their goals and direct them to the membership that makes the most sense.

*You genuinely promote Beat's classes and workshops/events

*You practice at the studio at least 1x per week, consistently *unless proximity to the studio is a barrier

*You actively work with all of the other Beat teachers to take classes, cultivate a team environment, and apply feedback from the Feedback Team immediately.

*You are continuing personal reflection and development by taking continuing education courses, training, reading relevant books, etc.

*You manage the desk/management with zero or very infrequent mistakes in Mariana Tek without assistance

*You're able to encourage your newer students to buy the Intro special & upgrade to Memberships

*You regularly attend events at Beat (events, workshops, etc.)

*You practice at the studio at least twice per week *If you live far away and this is truly not feasible because of proximity to Beat, this requirement can be waived.

*You have demonstrated a leadership role at the studio:

(This could be in the form of but not limited to):

- Becoming a part of The Feedback Team
- Leading a workshop or special event at the studio
- Representing the studio at an event outside the studio
- Posting on social media to promote the studio and your classes

Tier 4 Teacher: \$55/class (50 & 60min) \$65 (90min) + Free Membership + Friends/Family Membership Pass

Teaching Proficiencies

*You brilliantly hold space for students of all levels and understand how to keep the container of space despite what else is happening in the room and/or outside of the room

*You are a resource for newer teachers, and you're open to helping improve others' teaching

*Your teaching demonstrates an exceptional understanding of the body, your cueing ability is broad in scope, and you can adapt cueing to thematic elements, anatomical classes, alignment-focused classes, beginners, and more introspective classes.

*You handle any and all challenges within a class professionally and in a way that is unnoticeable to students

*You are able to give corrections with love and kindness and you also know when a correction has not landed and you move on

Studio Proficiencies

- *You fully and completely understand the studio culture and policies and follow guidelines outlined in the Beat handbook
- *You go above and beyond expectations in every single aspect of your role
- *Promoting the studio in your life outside of teaching
- * You aid in sales at the studio
- *Retention for your classes is above average
- *Mariana Tek skills are top notch
- *Social Media (you either help by submitting photos or post on your own)
- * You have above the studio average for brand new students returning to class
- *You seek out multiple sources of continuing education. These continuing education sources can be from beat or not.
- *You pursue a substantial leadership role at the studio:
 - o This could be in the form of (but not limited to):
 - Doing workshops
 - Assisting teacher trainings
 - Participating in the mentorship of new teachers under the studio owner's guidance
- *You have an advanced training certification - 500hr or equivalent (this can also be an accumulation of other certificates specific to yoga or pilates spaces, i.e. inclusion in yoga, etc.)
- *You're a huge part of the studio and participate in as many studio events as possible.
- *You keep an extra eye out for cleanliness around the studio (empty the trash when necessary, help stock the fridge, etc.).
- *You leave the studio tidy, where all props are neatly put away

*You assist front desk when appropriate

*Having above-average attendance in the majority of classes

o Note: This will be looked at on a case-by-case basis. For example, we would not compare a Friday 6:30am hot Vinyasa class with a Saturday 12pm Hot Pilates class. We will look more at each time slot and compare those against each other.

Lead Teacher Tier: \$60/class (50 & 60min) \$70/class (90min) + Fixed Salary (Variable Based on Duties) + Free Membership + 2 Friends/Family Membership

*This position is interview-only. Will be introduced by year 2 of the studio being open. .

Description: Lead Teachers are responsible for contributing to both the educational and operational aspects of the studio. This salaried position is independent of class teaching rates and depends on the responsibilities taken on by the individual. Lead Teachers serve as a bridge between the ownership/management and the teaching team, offering support, mentorship, and leadership in various areas of studio operation.

Commitment: 1 year contracted commitment

Compensation: The compensation is variable and fixed, based on the amount and type of additional responsibilities assumed. This is outside of class teaching compensation and paid as a monthly salary.

Responsibilities Could Include (but are not limited to):

*Offering guidance and support on studio events, workshops, and series.

*Community Outreach and event coordination

*Handling client concerns, feedback, or refunds as needed.

*Participating in the development and implementation of studio policies and improvements

*Overseeing studio cleanliness, supply management, and general studio upkeep.

*Assisting with scheduling and sub requests.

*Engaging in leadership roles like studio upgrades, studio assistant management, or organizing marketing strategies.

*Onboarding new employees

*Sub Request Management

*Email Inbox Management

These responsibilities are “a-la-carte.” We want you to be responsible for something you’re uniquely interested in and want to take ownership of. The amount of responsibilities and the time each responsibility takes will determine your salaried rate.

Studio Proficiencies:

*In addition to maintaining Tier proficiencies, Lead Teachers actively help manage teacher development through mentoring and feedback.

*Lead Teachers should show initiative in leading community-building efforts within the studio, including organizing outreach efforts, events, and/or workshops.

*Lead Teachers are expected to attend meetings regularly and be a strong ambassador for Beat's values and mission.

Requirements:

*Commit to mentorship of new teachers

*Leading feedback and review sessions for other teachers (1 per month)

*Must attend weekly leadership meetings (1 hour per week)

*Must teach a minimum of 3 classes regularly on the classes (paid separately)

*Must commit to offering 1 workshop/outreach event per quarter(paid separately)

*Will share responsibility for studio emergencies while Rachel is out of town

This tier allows teachers to gradually work up to a leadership role while receiving a fixed salary for their additional responsibilities. The exact salary amount will be negotiated based on duties agreed upon.