



TEACHING ARTIST COMPENSATION & BENEFITS

Last update: 12/2022

As a teaching artist, you're critical to CAFAC's success. You bring a wealth of knowledge and experience to share. Often, you're the face of our organization, having the primary interaction with students. We wouldn't have an education program without your talent and skills.

CAFAC's goal is to provide equitable compensation and benefits that reflect your value, while maintaining affordability for students.

Compensation

Teaching artists are independent contractors. CAFAC offers the following compensation:

- \$35 per hour for instructional time for classes provided to the public
 - Increase to \$40 per hour, after two years and a total of six classes taught
- \$40 per hour for instructional time for classes provided to private parties or tailored for specific groups
- \$50 per hour for one-on-one training
- A prep time stipend equal to 10% of the total pay for a public or private/custom class
- Rates may be negotiated (higher) for visiting and/or master teaching artists
- Rates may be higher for grant-funded programs

Support

The CAFAC staff team strives to support teaching artists so that they can primarily focus on instruction.

That means staff can:

- Order your supplies and materials, given direction from you (you are welcome to do your own ordering if that makes more sense, and request reimbursement)
- Establish minimum inventory standards for your class/program area so that general materials and consumables are stocked
- Maintain equipment and facilities
- Create a class website for sharing curriculum, syllabus, resources, project photos, etc.
- Provide copies of class handouts (though we do try to keep paper usage at a minimum)
- Communicate with students as needed (you are also able to access student emails and send messages)

Additional benefits

Free classes

CAFAC teaching artists are invited to take two free* classes per calendar year. You're eligible for this benefit after you've taught at least one class and while you have a current teaching contract. We're happy to extend this benefit to you not only for your own professional development, but also because having an instructor in a class can help us find potential opportunities to improve our class content and delivery.

Let us know when there's a scheduled class you'd like to take, once it has opened for general public registration. Keep in mind that some classes run at a low margin, meaning if we don't have enough students paying the class fee, your free spot can't be guaranteed. You do always have the option to pay the regular fee if you're able.

**Free means tuition is waived, but we ask you to pay the materials fee.*

Extended SPARC

The Studio Pass at Reduced Cost (SPARC) program provides students/artists with access to our shop for a maximum of 25 hours per week, at the reasonable rate of \$150 per month or \$360 per quarter. For the same rates, teaching artists can do SPARC for an unlimited* number of hours per week.

**Unlimited does mean unlimited, but within reason. Some of our consumables are pretty pricey, and if you're going through a considerable amount, we might have to make adjustments to these rates. Also, all SPARC users, including teaching artists, need to use the buddy system when working in the shop - no solo work.*

CCC: Craftsperson Commission Connection

Join the CCC! CAFAC receives frequent requests for repair, fabrication, and custom commission work. We route those opportunities to the artists in the CCC (based on your skills or requester preference), which can lead to paid work for you. CAFAC serves as a conduit for this work, meaning you will communicate and work directly with a client.

[Complete this intake form](#) and compile some images of your work to get listed on the CCC.

Paid fabrication opportunities

Depending on your skillset, we may offer you paid fabrication, technical support, or installation work on our public art projects. Hourly pay varies depending on the project, but is usually between \$30 and \$50 per hour.

Stoker program

Stokers are our shop assistants who are dedicated and trained volunteers. In exchange for committing to a shift each week, they get hour-for-hour access to our shop and/or free classes. Shifts are four hours long and during that time, Stokers are the eyes/ears in the shop, providing supervision to SPARC users and studio renters. Additionally, Stokers work on projects "for the good of the order" – ranging from simple cleaning/organizing to construction/fabrication (depending on skill sets).

Instructors are natural Stokers! It's a great opportunity not only to benefit the center and its artists, but also learn more about other program areas and CAFAC's overall operations.