

KIPP SOCAL TEACHER SALARY SCALE

CREDENTIALLED LEAD TEACHERS (California Preliminary/Clear Credential, National Board Certification, Out-Of-State Professional License)

YEARS AT KIPP SOCAL	YEARS OF TEACHING EXPERIENCE																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	54,080	55,162	59,000	60,180	61,384	62,611	63,863	65,141	66,444	67,772	69,128	70,510	71,921	73,359	74,826	76,323	77,849	79,406	80,994	82,614
3-4			60,735	61,950	63,189	64,453	65,742	67,057	68,398	69,766	71,161	72,584	74,036	75,517	77,027	78,567	80,139	81,742	83,376	85,044
5-7					65,047	66,348	67,675	69,029	70,409	71,817	73,254	74,719	76,213	77,738	79,292	80,878	82,496	84,146	85,829	87,545
8-11								74,443	75,931	77,450	78,999	80,579	82,191	83,834	85,511	87,221	88,966	90,745	92,560	94,411
12+												86,899	88,637	90,410	92,218	94,062	95,943	97,862	99,820	101,816

ALTERNATIVE CREDENTIAL LEAD TEACHERS (Intern Credential, Emergency Teaching Permit, Provisional License, Transitional License)

YEARS AT KIPP SOCAL	YEARS OF TEACHING EXPERIENCE																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1-2	54,080	54,080	55,000	56,100	57,222	58,366	59,534	60,724	61,939	63,178	64,441	65,730	67,045	68,386	69,753	71,148	72,571	74,023	75,503	77,013
3-4			56,618	57,750	58,905	60,083	61,285	62,510	63,761	65,036	66,336	67,663	69,016	70,397	71,805	73,241	74,706	76,200	77,724	79,278
5-7					60,637	61,850	63,087	64,349	65,636	66,948	68,287	69,653	71,046	72,467	73,917	75,395	76,903	78,441	80,010	81,610
8-11								69,396	70,784	72,199	73,643	75,116	76,618	78,151	79,714	81,308	82,934	84,593	86,285	88,010
12+												81,007	82,628	84,280	85,966	87,685	89,439	91,228	93,052	94,913

DIFFERENTIALS

- Add \$2,000 to base pay for masters OR doctorate degree
- Add \$2,000 to base pay for SpEd autism authorization
- Add \$4,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe
- Add \$6,000 to base pay for National Board Certification

SALARY SCALE GLOSSARY



TERM	KIPP SOCAL SALARY SCALE DEFINITION
Year(s) of teaching experience	<p>A year of teaching is defined as an academic year of teaching as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15. Years in school leadership and administration count towards this, but years teaching as a student teacher, teacher apprentice, or instructional assistant do not count.</p> <p>Types of teaching that count as teaching experience include but are not limited to:</p> <ul style="list-style-type: none"> • Lead teaching at public, charter, and private schools • Lead teaching at international schools • Lead teaching at montessori schools <p>Time spent as instructional assistants, tutors, or in college-level courses does not count as teaching experience on the KIPP SoCal Salary Scale.</p>
Years at KIPP SoCal	<p>A year of teaching at KIPP SoCal is defined as an academic year of teaching as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15. Years teaching as an Apprentice Teacher at KIPP SoCal count as full years as do years in school leadership at KIPP SoCal, but years teaching as a student teacher or instructional assistant at KIPP SoCal do not count.</p>
Credentialed Lead Teacher	<p>A credentialed teacher is a teacher that holds a current California state Preliminary, California Clear credential, National Board Certification, or an Out-Of-State Professional License.</p> <ul style="list-style-type: none"> • California State Preliminary Credential - A Preliminary or Level I Credential is a teaching or service credential that is valid for five years. The preliminary/level I credential cannot be renewed. Preliminary/Level I credentials require the holder to complete additional specific requirements based on the preparation pathway and documentation submitted with the initial application for certification. Additional academic requirements must be completed to qualify for and upgrade to the Clear or Level II credential. • California State Clear Credential - The term “Clear” or “Level II” credential signifies that all education and program requirements for the credential have been met. Clear or Level II credentials are not held for professional growth requirements. • National Board Certification - National Board Certification (NBC) is a voluntary, advanced teaching credential that goes beyond state licensure. NBC has national standards for what accomplished teachers should know and be able to do. The National Board certifies teachers who successfully complete its rigorous certification process. • Out-Of-State Professional License – A professional teaching License or Credential from another state. Note that this license must be transferred to a California State Teaching Credential to ensure the holder stays on the Credentialed Teacher Scale.
Alternative Credential	<p>An alternative credential generally represents a credential that is not permanent and may represent a credential that is currently in process (<i>e.g., intern, emergency, teaching permit, alternative, provisional, or transitional license</i>).</p>
Resource Specialist Teacher	<p>A Resource Specialist Teacher is an alternatively credentialed teacher or credential teacher with a SPED Autism Authorization.</p>
Salary Differential	<p>A salary differential is a dollar amount that is added to your annual base pay for having a particular qualification, and this addition persists every year (<i>i.e., it is not one-time</i>).</p> <p>KIPP SoCal Teacher Salary Scale differentials are additive and one of each type (<i>post-BA degree, autism authorization, dual SpEd qualifications, and National Board</i>) can be added. For example, you can have both a Master’s and a SpEd autism authorization differential, but not a Master’s and a PhD differential.</p>
Master’s Degree	<p>A master’s degree is a type of graduate degree from an accredited institution earned after completion of an undergraduate degree like a Bachelor of Arts or Bachelor of Science. Typically the master’s degree requires about 30 credits of coursework and takes 2 years of full-time study beyond the bachelor’s degree to complete</p>
PhD	<p>A Doctor of Philosophy is the highest academic degree awarded by an accredited institution in most countries. PhDs are awarded for programs across the breadth of academic fields.</p>
National Board Certification	<p>The National Board Standards represent a consensus among educators about what accomplished teachers should know and be able to do and they lead to National Board certification. The certification process requires that teachers demonstrate standards-based evidence of the positive effect they have on student learning in alignment with Five Core Propositions. National Board Certification Teachers with National Board Certification have shown to have great impact on their students academic achievement. The process to become National Board certified is also rigorous and meaningful.</p>