

# KIPP SOCIAL STUDENT SERVICES SALARY SCALE

## STUDENT SERVICES

YEARS OF EXPERIENCE AT KIPP SOCIAL

|   | 1      | 2      | 3      | 4      | 5      | 6      | 7      | 8      | 9      | 10     | 11      | 12      | 13      | 14      | 15      | 16      | 17      | 18      | 19      | 20      |
|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| A | 54,080 | 54,080 | 57,200 | 59,000 | 61,000 | 62,000 | 63,000 | 64,000 | 65,000 | 66,000 | 67,000  | 68,000  | 69,000  | 70,000  | 71,000  | 72,000  | 73,000  | 74,000  | 75,000  | 76,000  |
| B | 57,200 | 61,000 | 64,000 | 67,000 | 70,000 | 71,000 | 72,000 | 73,000 | 74,000 | 75,000 | 76,000  | 77,000  | 78,000  | 79,000  | 80,000  | 81,000  | 82,000  | 83,000  | 84,000  | 85,000  |
| C | 64,000 | 67,500 | 71,000 | 74,500 | 78,000 | 79,000 | 80,000 | 81,000 | 82,000 | 83,000 | 84,000  | 85,000  | 86,000  | 87,000  | 88,000  | 89,000  | 90,000  | 91,000  | 92,000  | 93,000  |
| D | 71,000 | 75,000 | 79,000 | 83,000 | 87,000 | 88,000 | 89,000 | 90,000 | 91,000 | 92,000 | 93,000  | 94,000  | 95,000  | 96,000  | 97,000  | 98,000  | 99,000  | 100,000 | 101,000 | 102,000 |
| E | 78,000 | 82,000 | 86,000 | 90,000 | 94,000 | 95,000 | 96,000 | 97,000 | 98,000 | 99,000 | 100,000 | 101,000 | 102,000 | 103,000 | 104,000 | 105,000 | 106,000 | 107,000 | 108,000 | 109,000 |

### DIFFERENTIALS

Add \$2,000 to base pay for qualifying licenses & experience:

- LCSW
- OR 2 years CCC + SLPA Supervision
- OR 2 years OT + COTA Supervision

## SALARY SCALE GLOSSARY

| TERM                                     | KIPP SOCIAL SALARY SCALE DEFINITION   |
|--|---|
| <b>Years of Experience at KIPP SoCal</b> | A year of experience at KIPP SoCal is defined as an academic year of service in the same student service role at KIPP SoCal. To count as a year, the team member must have begun their role on or before January 15, and complete 5 consecutive months in the position. Years experience in the assistant role do not count towards years experience in the lead role. (e.g., SLPA years do not count towards SLP years).   |
| <b>Salary Differential</b>               | 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.e., it is not one-time).<br><br>Meeting the requirement in the appropriate student service function qualifies you for the differential (i.e. LCSW for counselors, CCC + SLPA for speech & language pathologists, and OT + COTA for occupational therapists). |