# KIPP SoCal Teacher Salary Scale

## Credentialed Lead Teachers
*(California Preliminary/Clear Credential, National Board Certification, Out-Of-State Professional License)*

<table>
<thead>
<tr>
<th>YEARS OF TEACHING EXPERIENCE</th>
<th>1</th>
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<tbody>
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<td>67,349</td>
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<td>70,070</td>
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<td>72,901</td>
<td>74,359</td>
<td>75,846</td>
<td>77,363</td>
<td>78,910</td>
<td>80,488</td>
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<tr>
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## Alternative Credentialed Lead Teachers
*(Intern Credential, Emergency Teaching Permit, Provisional License, Transitional License)*

<table>
<thead>
<tr>
<th>YEARS OF TEACHING EXPERIENCE</th>
<th>1</th>
<th>2</th>
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<td>12+</td>
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## Differentials
- Add $2,000 to base pay for masters OR doctorate degree
- Add $2,000 to base pay for SpEd Teachers with autism authorization
- Add $4,000 to base pay for SpEd Teachers with qualifications in BOTH mild/moderate and moderate/severe
- Add $6,000 to base pay for National Board Certification
## Year(s) of teaching experience
A year of teaching is defined as an academic year, teaching grades TK to 12 as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years in instructional leadership (school leader, assistant school leader, dean, or equivalent positions) also count towards this. The types of schools for which lead teaching experience qualifies include but are not limited to:

- Lead teaching at public, charter, and private schools
- Lead teaching at international schools
- Lead teaching at montessori schools

Time spent as an instructional assistant, SpEd assistant, in-house substitute, teacher resident, or in college-level courses does not qualify as teaching experience on the KIPP SoCal Salary Scale.

## Years teaching at KIPP SoCal
A year of teaching at KIPP SoCal is defined as an academic year of teaching grades TK to 12 at a KIPP SoCal school as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years teaching as an instructional assistant, SpEd assistant, in-house substitute, or teacher resident at KIPP SoCal do not count.

## Credentialed Lead Teacher
A credentialed teacher is a teacher that holds a current California State Preliminary Credential, California Clear Credential, National Board Certification, or an Out-Of-State Professional License.

- **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
An alternative credential generally represents a credential that is not permanent and may represent a credential that is currently in process (e.g. intern credentials, emergency teaching permits, alternative, provisional, or transitional licenses).

## Salary Differential
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).

KIPP SoCal Teacher Salary Scale differentials are additive and one of each type (post-BA degree, autism authorization, dual SpEd qualifications, and National Board) 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.

## Master's Degree
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.

## PhD
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.

## National Board Certification
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.