

# KIPP SOCIAL TEACHER SALARY SCALE

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

YRS. TEACHING AT KIPP SOCIAL

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	61,000	62,220	63,464	64,734	66,028	67,349	68,696	70,070	71,471	72,901	74,359	75,846	77,363	78,910	80,488	82,098	83,740	85,415
3-4			62,830	64,087	65,368	66,676	68,009	69,369	70,757	72,172	73,615	75,088	76,589	78,121	79,684	81,277	82,903	84,561	86,252	87,977
5-7					67,650	69,003	70,383	71,790	73,226	74,691	76,185	77,708	79,262	80,848	82,465	84,114	85,796	87,512	89,262	91,048
8-11								75,933	77,451	79,000	80,580	82,192	83,836	85,513	87,223	88,967	90,747	92,562	94,413	96,301
12+												87,773	89,528	91,319	93,145	95,008	96,908	98,846	100,823	102,840

## ALTERNATIVE CREDENTIAL LEAD TEACHERS (Intern Credential, Career Technical Education, Emergency Teaching Permit, Provisional License, Transitional License)

YRS. TEACHING AT KIPP SOCIAL

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	57,200	58,344	59,511	60,701	61,915	63,153	64,416	65,705	67,019	68,359	69,726	71,121	72,543	73,994	75,474	76,984	78,523	80,094
3-4			58,916	60,094	61,296	62,522	63,773	65,048	66,349	67,676	69,029	70,410	71,818	73,255	74,720	76,214	77,738	79,293	80,879	82,497
5-7					63,435	64,704	65,998	67,318	68,665	70,038	71,439	72,867	74,325	75,811	77,327	78,874	80,451	82,061	83,702	85,376
8-11								71,202	72,627	74,079	75,561	77,072	78,613	80,186	81,789	83,425	85,094	86,795	88,531	90,302
12+												82,305	83,951	85,630	87,343	89,090	90,871	92,689	94,543	96,433

### 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

# SALARY SCALE GLOSSARY



TERM	KIPP SOCAL SALARY SCALE DEFINITION
<b>Year(s) of teaching experience</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• Lead teaching at public, charter, and private schools</li> <li>• Lead teaching at international schools</li> <li>• Lead teaching at montessori schools</li> </ul> <p>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.</p>
<b>Years teaching at KIPP SoCal</b>	<p>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.</p>
<b>Credentialed Lead Teacher</b>	<p>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.</p> <ul style="list-style-type: none"> <li>• <b>California State Preliminary Credential</b> - 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.</li> <li>• <b>California State Clear Credential</b> - 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.</li> <li>• <b>National Board Certification</b> - 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.</li> <li>• <b>Out-Of-State Professional License</b> - 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.</li> </ul>
<b>Alternative Credential</b>	<p>An alternative credential generally represents a credential that is not permanent and may represent a credential that is currently in process (e.g. <i>intern credentials, career technical education credentials, emergency teaching permits, alternative, provisional, or transitional licenses</i>).</p>
<b>Salary Differential</b>	<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.e., it is not one-time).</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>
<b>Master’s Degree</b>	<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>
<b>PhD</b>	<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>
<b>National Board Certification</b>	<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>