

KIPP SOCAL DEAN & ASSISTANT SCHOOL LEADER SALARY SCALES

DEAN

SALARY	YEAR IN POSITION							
	1st	2nd	3rd	4th	5th	6th	7th	8th
	78,000	82,000	84,500	86,200	88,000	89,800	91,600	93,400

ASSISTANT SCHOOL LEADER

SALARY	YEAR IN POSITION							
	1st	2nd	3rd	4th	5th	6th	7th	8th
	90,000	96,000	100,000	102,000	107,500	110,000	112,200	114,500

* Assistant School Leaders will receive a \$5,000 tenure bonus at the completion of Year 8 in the position

SCHOOL LEADER FELLOW

- School Leader Fellow Year 1: Salary will be set based on the Assistant School Leader scale
- School Leader Fellow Year 2: Salary will be greater of a) \$105,000 or b) where the individual would plot on the Assistant School Leader scale.

DEAN & ASSISTANT SCHOOL LEADER SALARY SCALES FAQ

When will my new salary go into effect?

This salary scale and your new salary will go into effect on September 1, 2020 for the 2020-21 school year.

What is a year of experience?

An individual promoted into either the Dean or Assistant School Leader position begins in the 1st Year on the respective scale. A year of credit on the scale is granted for the first year in the position only when the individual enters the respective position on or before March 1st of that academic year. Any individual promoted into the respective position between March 1 and September 1 will continue in the 1st Year on the scale for the next compensation cycle (salaries change annually on September 1 for administrators).

Does teaching experience count towards the salary scale?

No. The salary scale only applies to experience working in the respective administrative position at KIPP SoCal Public Schools.

Does my administrative experience at another organization count towards the salary scale?

No. The salary scale only counts years of experience in the Dean or Assistant School Leader position at KIPP SoCal.

What happens if my Dean salary is higher than the 1st Year Assistant School Leader salary when I become an Assistant School Leader?

You will receive a 2% raise each year until your plotted salary on the Assistant School Leader scale catches up to your salary.

Will I receive a salary differential for advanced degrees or administrative credentials?

No. Deans and Assistant School Leaders are paid based on their years of experience in the respective administrative position at KIPP SoCal.

Am I eligible for a merit based raise as a Dean or an Assistant School Leader?

No. The implementation of the salary scale will set all salaries for Deans and Assistant School Leaders based on the number of years they are in the respective position.

How often will this salary scale be updated?

KIPP SoCal is committed to reviewing the salary scale every 2-3 years. This includes updating our comparative analysis and assessing KIPP SoCal's fiscal ability to further adjust the scale. We are committed to maintaining the balance between being an employer of choice in Southern California and being fiscally responsible.

Is Year 8 the final year on the salary scale?

The KIPP SoCal Dean and Assistant School Leader salary scales have no salary cap and each subsequent year continues to be a 2% increase.

DEAN & ASSISTANT SCHOOL LEADER SALARY SCALES FAQ

I don't understand the School Leader Fellow salaries, can you provide some examples?

Example 1: A Dean who is completing their 3rd year as a Dean is selected to become a School Leader Fellow. The individual's salary for Year 1 as a School Leader Fellow will be \$90,000 and in Year 2 as a School Leader Fellow their salary will become \$105,000.

Example 2: An Assistant School Leader who is completing their 2nd year as an Assistant School Leader is selected to become a School Leader Fellow. The individual's salary for Year 1 as a School Leader Fellow will be \$100,000 (Year 3 on the Assistant School Leader scale) and in Year 2 as a School Leader Fellow their salary will become \$105,000.

Example 3: An Assistant School Leader who is completing their 4th year as an Assistant School Leader is selected to become a School Leader Fellow. The individual's salary for Year 1 as a School Leader Fellow will be \$107,500 (Year 5 on the Assistant School Leader scale) and in Year 2 as a School Leader Fellow their salary will become \$110,000 (greater of \$105,000 and Year 6 on the Assistant School Leader scale).