

# KIPP SOCAL SCHOOL LEADER SALARY SCALE

## SCHOOL LEADER SALARY SCALE (Effective September 1, 2020)

SALARY	YEARS OF EXPERIENCE									
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
	\$115,000	\$117,500	\$123,500	\$126,000	\$128,500	\$135,000	\$137,500	\$140,500	\$147,500	\$150,500

\* Interim School Leader pay set at \$110,000 annually.

## SALARY SCALE FAQ

### What is a year of experience?

Our School Leader Salary Scale will count years of experience as a School Leader, including years as a School Leader outside of KIPP SoCal. Director of Schools experience at KIPP SoCal will also count towards years of experience on this scale. To receive credit for a year, you must have been in the School Leader position prior to March 1st of a school year. The scale will not count time as an Interim School Leader. If an Interim School Leader is selected to be a School Leader, retro pay at the new School Leader salary will not be provided for the time worked in the Interim School Leader role.

### What happens if my ASL salary is higher than the 1st Year School Leader salary when I become a School Leader?

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

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

No. As recommended by the members of the School Leader Salary Working Group, School Leaders are paid based on their years of experience in the position and do not receive additional salary differentials for other qualifications.

### 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.

### When will my salary increase to the next level (Year)?

KIPP SoCal adjusts salaries for administrative team members on September 1 of each year.

### Who is eligible to be paid on the School Leader Salary Scale?

A School Leader is eligible to be paid on the School Leader Salary Scale starting the first year of operations with students in their new school, or upon taking the School Leader position at an existing school with students.