**KIPP SOCAL DEAN & ASSISTANT SCHOOL LEADER SALARY SCALE**

### DEAN

<table>
<thead>
<tr>
<th>YEAR IN POSITION</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>SALARY</td>
<td>78,000</td>
<td>82,000</td>
<td>84,500</td>
<td>86,200</td>
<td>88,000</td>
<td>89,800</td>
<td>91,600</td>
<td>93,400</td>
</tr>
</tbody>
</table>

### ASSISTANT SCHOOL LEADER

<table>
<thead>
<tr>
<th>YEAR IN POSITION</th>
<th>1st</th>
<th>2nd</th>
<th>3rd</th>
<th>4th</th>
<th>5th</th>
<th>6th</th>
<th>7th</th>
<th>8th</th>
</tr>
</thead>
<tbody>
<tr>
<td>SALARY</td>
<td>90,000</td>
<td>96,000</td>
<td>100,000</td>
<td>102,000</td>
<td>107,500</td>
<td>110,000</td>
<td>112,200</td>
<td>114,500</td>
</tr>
</tbody>
</table>

*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 SCALE 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 January 15 of that academic year. Any individual promoted into the respective position between January 15 and July 1 will continue in the 1st Year on the scale for the next compensation cycle (salaries change annually on July 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?**
Possibly. Equivalent school-wide instructional leadership experience and responsibilities will be considered by the KIPP SoCal Talent Team toward placement on the salary scale for the role you are being considered.

- The maximum amount of equivalent school-wide instructional leadership experience that could be counted on our scale is up to 3 years.
- The Talent Team will use the roles and responsibilities of the role you are being considered for to assess equivalent experience.

**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.

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).