20 YEARS

KIPP SoCal PUBLIC SCHOOLS

# Teacher Compensation 2024-25

## Rewarding a Purposeful Career

KIPP SoCal PUBLIC SCHOOLS

# We Value Teachers and Want You to Thrive Here

As you pour your heart into teaching at KIPP SoCal, you will grow professionally and personally.

With experience and dedication, you will become a master teacher and your students will thrive.

# Compensation and Anti-Racism

Our compensation policies, practices, and structures are designed to reflect and uphold our Anti-Racism Standards:

- Equitable Resource Allocation (Standard 1.3B): We diligently consider power and privilege in the allocation of resources, which includes our compensation practices. By doing so, we aim to rectify historical marginalization and ensure equitable pay for all Team Members.
- Transparent Communication (Standard 4.2H): Our compensation framework is communicated clearly and transparently to all Team Members so that every individual understands their compensation and how it relates to their role, and promoting a culture of trust and integrity.

# KIPP SoCal’s Compensation Philosophy

Compensation at KIPP SoCal reflects the immense value our Team Members bring to our mission. Our approach balances market alignment, internal equity, and performance within budget realities.

**We emphasize:**

- Purpose and Passion
- Longevity and Growth
- Holistic Rewards

# Teacher Pay is Highly Competitive

| Average $9,500 / 12.9% Growth from Current Scale | | |
|---|---|---|
| **+2%**<br>each year | **+3-6%**<br>at key moments | **+$2K-$6K**<br>for additional qualifications |

# Teachers' Salaries Increase $10,000-$20,000 in the First 5 Years

| Example Salary Trajectory for a KIPP SoCal Teacher | | | | | |
|---|---|---|---|---|---|
| | **Year 1** | **Year 2** | **Year 3** | **Year 4** | **Year 5** |
| Credentialed, with no prior lead teacher experience | $70,000 | $71,400<br>+2% | $75,013<br>+5.1% | $76,513<br>+2% | $80,767<br>+5.6% |
| Credentialed, with 2 years of prior lead teacher experience | $72,828 | $74,285<br>+2% | $78,043<br>+5.1% | $79,604<br>+2% | $84,030<br>+5.6% |
| Plus differentials for master's degree[1] and for National Board Certification[2] | | | **+$2,000**[1] | **+$2,000**[1] | **$8,000**[1,2] |

# Competitive Pay For a Long Teaching Career

## CREDENTIALED LEAD TEACHERS

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

| Years Teaching at KIPP SoCal | Years of Teaching Experience→ | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1-2 | $70,000 | $71,400 | $72,828 | $74,285 | $75,771 | $77,286 | $78,832 | $80,409 | $82,017 | $83,657 | $85,330 | $87,037 |
| 3-4 | | | $75,013 | $76,513 | $78,043 | $79,604 | $81,196 | $82,820 | $84,476 | $86,166 | $87,889 | $89,647 |
| 5-7 | | | | | $80,767 | $82,382 | $84,030 | $85,711 | $87,425 | $89,174 | $90,957 | $92,776 |
| 8-11 | | | | | | | | $89,997 | $91,797 | $93,633 | $95,506 | $97,416 |
| 12+ | | | | | | | | | | | | $103,261 |

Salaries increase 2% every year after Year 12.

# Competitive Pay For a Long Teaching Career

## ALTERNATIVE CREDENTIAL LEAD TEACHERS

**(Intern Credential, Career Technical Education, Emergency Teaching Permit, Provisional or Transitional License)**

| Years Teaching at KIPP SoCal | Years of Teaching Experience→ | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 1-2 | $66,500* | $66,500* | $66,500* | $67,320 | $68,666 | $70,039 | $71,440 | $72,869 | $74,326 | $75,813 | $77,329 | $78,876 |
| 3-4 | | | $67,980 | $69,340 | $70,727 | $72,142 | $73,585 | $75,057 | $76,558 | $78,089 | $79,651 | $81,244 |
| 5-7 | | | | | $73,195 | $74,659 | $76,152 | $77,675 | $79,229 | $80,814 | $82,430 | $84,079 |
| 8-11 | | | | | | | | $80,782 | $82,398 | $84,046 | $85,727 | $87,442 |
| 12+ | | | | | | | | | | | | $91,814 |

Salaries increase 2% every year after Year 12.

* Salary was updated 7/1/2026 to remain compliant with the increasing exempt salary threshold in California

# Differentials for Additional Qualifications

Teachers may receive the differentials below:

- Add **$2,000** to base pay for master's degree
- Add **$2,000** to base pay for doctorate degree
- Add **$2,000** to base pay for SpEd autism authorization
- Add **$4,000** to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe
- Add **$6,000** to base pay for National Board Certification

# Wellbeing for Life: Comprehensive Benefits Package

- Top-tier health, dental, vision, disability, life insurance and retirement plans to care for you and your family
- Ongoing professional development and training tailored to help you excel and achieve great things

# Medical and Mental Health

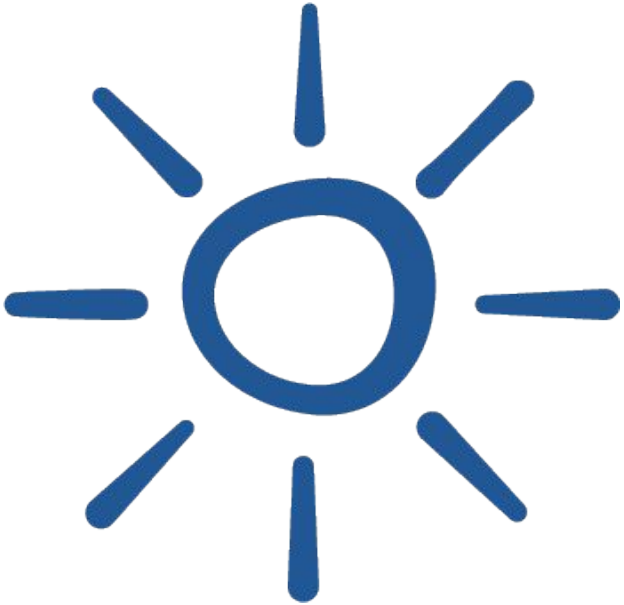
- **Medical**: 2 HMO plans with Anthem with no monthly premium cost for employee-only coverage; 1 PPO plan with Anthem & 1 DHMO plan with Kaiser Permanente
- **Telemedicine**:  Free access to 24/7 doctors and medical providers
- **Dental**: Guardian Dental PPO
- **Vision**: VSP
- **Flexible Spending Account** services through WEX
- **Employee Assistance Programs** (EAP) through Guardian & Curalinc, with free counseling sessions for the whole family

# Professional Development

- 13 days of professional development a year
- Teacher Residency Program with Alder Graduate School of Education
- Intern Credential program with LMU
- Financial support with credentialing (induction program, application fees, exams, prep courses, specialization programs, and subject matter authorization)
- Laptop, educational software, cell phone and classroom supplies provided
- 80% leadership positions are filled internally

# Retirement, Financial Health & Insurance

- **401K plan** with employer match at 2% Year 1; up to 6% in Year 4
- **CalSTRS/PERS** at LA Prep & Endeavor
- Basic **Life and AD&D** coverage
- Voluntary plans including Supplemental Life Insurance, Disability, Critical Illness, Hospital Indemnity, Accident, Pet



# Paid Time Off

- 10 days of Paid Time Off
- Approx. 30 days of breaks and holidays throughout the school year
- 7 weeks of paid summer break
- 6 weeks 100% paid parental leave

# Our Team Members, Our Strength: Investing in You

### We Pay Competitively.

Our Team Members are paid competitively for their role. Earnings increase quickly as they build their careers with KIPP SoCal

### We Value Longevity.

Teacher pay continues to grow with each additional year of experience. Experienced teachers can make more as a Teacher than a leader

### We Develop You.

Early career teachers receive differentiated coaching and support to help them grow and develop their craft

WELCOME
You are welcomed and valued for your whole self

# Your work changes lives every single day

# You are part of a movement bigger than any one person

# Teaching at KIPP SoCal means growth, fulfillment and love

# Teacher Salary Scale Glossary

## 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.

# Teacher Salary Scale Glossary

## 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.

# Teacher Salary Scale Glossary

## 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.

# Teacher Salary Scale Glossary

## 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, career technical education credentials, emergency teaching permits, alternative, provisional, or transitional licenses).

# Teacher Salary Scale Glossary

## 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 (Master's degree, doctorate 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 two Master's differentials.

Team members are responsible for notifying KIPP SoCal promptly whenever they have achieved a new qualification that leads to a salary differential. Differentials are applied to a Team Member's compensation retroactive to the day the qualification was obtained, but no earlier than July 1st of the current fiscal year.

# Teacher Salary Scale Glossary

## 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.

## Doctorate (PhD) Degree

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.

# Teacher Salary Scale Glossary

## 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.

# Frequently Asked Questions

## What is KIPP SoCal's compensation philosophy?

KIPP SoCal strives to be a great organization energized by purpose, values, and a strong culture. California has historically underfunded public education, yet every year, we strive to resource schools and compensate our Team Members as sustainably and equitably as possible on public funding—this work is always ongoing. KIPP SoCal's compensation priorities are: competitive base pay, holistic benefits, and robust professional development opportunities, all while being fiscally sustainable long-term.

## When will my new salary go into effect?

This salary scale will go into effect on July 1, 2024 for the 2024-25 school year. Team Members progress to the next step on their respective pay scale on July 1st if they have been in the role since January 14.

# Frequently Asked Questions

## How often will this salary scale be updated?

KIPP SoCal is committed to reviewing the salary scale every 2-3 years.

## Does instructional leadership experience count towards the salary scale?

Experience that counts towards the total teaching experience includes lead teaching in grades TK to 12 as the teacher of record, or school leadership experience as a SL, ASL, dean, or equivalent.

## Is year 12 the final year on the salary scale?

Unlike most salary scales, the KIPP SoCal salary scale has no salary cap and each subsequent year continues to be a 2% increase.

# Frequently Asked Questions

## Why does KIPP SoCal not use continuing education units/credits to determine teacher salaries?

In creating the KIPP SoCal salary scale we referenced extensive existing research on teacher compensation showing no correlation between continuing education and teacher quality. There is a demonstrated correlation between teacher quality and National Board Certification which is why we have a significant salary differential for those who've obtained that certification.

## Does KIPP SoCal reward years of teaching experience at other KIPP regions?

Our primary focus is rewarding teacher service at KIPP SoCal schools, yet we value teaching experience in other KIPP regions and offer signing bonuses based on credentialing status and years of experience.

# WITH GRATITUDE

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