

BASE SALARY				
Step	Based on G1	Without G1	T.T.L.	Year-to-Year Increases
1	50,000	49,500	N/A	N/A
2	50,750	50,243	N/A	1.5%
3	51,511	50,996	N/A	1.5%
4	53,056	52,525	N/A	3.0%
5	54,648	54,102	60,113	3.0%
6	56,287	55,724	61,916	3.0%
7	57,976	57,396	63,774	3.0%
8	59,715	59,118	65,687	3.0%
9	61,506	60,891	67,657	3.0%
10	63,351	62,717	69,686	3.0%
11	65,252	64,599	71,777	3.0%
12	67,210	66,538	73,931	3.0%
13	68,554	67,868	75,409	2.0%
14	69,925	69,226	76,918	2.0%
15	71,324	70,611	78,456	2.0%
16	72,750	72,023	80,025	2.0%
17	74,205	73,463	81,626	2.0%
18	75,689	74,932	83,258	2.0%
19	77,203	76,431	84,923	2.0%
20	77,589	76,813	85,348	0.5%
21	77,977	77,197	85,775	0.5%
22	78,367	77,583	86,204	0.5%
23	78,759	77,971	86,635	0.5%
24	79,153	78,361	87,068	0.5%
25	79,549	78,754	87,504	0.5%
26	79,947	79,148	87,942	0.5%
27	80,347	79,544	88,382	0.5%
28	80,749	79,942	88,824	0.5%
29	81,153	80,341	89,268	0.5%
30	81,559	80,743	89,715	0.5%
31	81,967	81,147	90,164	0.5%
32	82,377	81,553	90,615	0.5%
33	82,789	81,961	91,068	0.5%
34	83,203	82,371	91,523	0.5%
35	83,619	82,783	91,981	0.5%

SALARY ADJUSTMENTS		
Type	Amount	Detail
Leadership Roles		
Transformational Teacher Leader	10% Increase	TTLs are classroom teachers who lead adult learning, display an exemplary classroom, and/or open that classroom to colleagues and novice teachers.
Band-level Developer	+500-1,000	On a band-level basis, Teacher Facilitators are appointed by Principals to support in a leadership role. This may include: grade-level leadership, time-sensitive initiatives, etc.
Add-on's available to All Staff, as applicable:		
English/Spanish Bilingual	+1,000	While Spanish Fluency brings additional benefit that is not always measurable, this recognizes the cost associated with ILP translation.
National Board	+1,000	This is applied to reflect a teacher's certification by the National Board for Professional Teaching Standards.
2nd Credential	+1,000	This recognizes additional certifications that benefit LCPS students (i.e., both English & History credentials for HS Humanities).
Hard-to-staff	+ Variable Amount	This is applied to select roles to reflect competitiveness with surrounding schools. Currently, this is applied to Math / Science.
Summer Work	+1,000	This addresses additional summer deliverables arranged with supervisors.
New-to-LCPS Week	+1,000	This compensates for additional time spent during Intro-to-LCPS Week.
LCPS Retention Bonuses		
Teacher Bonuses	+2,500 or 3,000	Teachers will receive bonuses of \$2,500 during years 3 and 6 at LCPS, and \$3,000 during years 10 and 15.

LCPS will undertake an examination of our salary levels at a minimum of every 3 years. We will examine the competitiveness of our salaries, state funding levels, and other aspects of compensation to determine whether adjustments may be made to the figures above. When possible, a COLA may be applied so that - in a given year - a returning teacher would gain the application of a COLA in addition to any increase associated with an additional year of experience.

In addition to salary, what else does LCPS provide in terms of total compensation?

At LCPS, we place value on Teaching in a variety of ways. While one's total compensation doesn't necessarily capture that full value, it helps to highlight the strategic ways in which we strive to support teaching at LCPS:

Medical Benefits Package:

Coverage: Healthcare is currently provided under Kaiser, Dental provided under Principal Financial Group, and Vision provided under Ameritas.
 Contributions: 100% of employee coverage and 50% of dependant coverage is covered by LCPS for full-time employees.
 Value: The average cost of coverage provided by LCPS is \$7,300 per employee.

Retirement Contributions:

Independent 403b: LCPS contributes 8% of all earnings, which matches the employee's contribution, with the LCPS contribution vesting fully after 5 years.
 Value: This ranges per teacher, from approximately \$4,000-7,000 per year.

Support for Professional Learning:

Ongoing Learning: Through a partnership with Reach Institute, LCPS provides opportunities ranging from Induction Certification to the acquisition of a Master's in Educational Leadership, covering half to all of the program cost (depending on the program).
 Value: This ranges from approximately \$2,000 to \$5,000 per year.