

BASE SALARY			
Step	Teacher's Base Salary	Without G1	Year-to-Year Increases
1	40,050	39,650	N/A
2	40,651	40,244	1.5%
3	41,464	41,049	2.0%
4	42,501	42,076	2.5%
5	44,626	44,180	5.0%
6	45,965	45,505	3.0%
7	47,344	46,871	3.0%
8	49,711	49,214	5.0%
9	51,202	50,690	3.0%
10	52,738	52,211	3.0%
11	55,375	54,821	5.0%
12	56,759	56,191	2.5%
13	58,178	57,596	2.5%
14	59,632	59,036	2.5%
15	61,123	60,512	2.5%
16	62,651	62,024	2.5%
17	64,217	63,575	2.5%
18	65,822	65,164	2.5%
19	67,468	66,793	2.5%
20	67,805	67,127	0.5%
21	68,144	67,463	0.5%
22	68,485	67,800	0.5%
23	68,827	68,139	0.5%
24	69,171	68,479	0.5%
25	69,517	68,822	0.5%
26	69,865	69,166	0.5%
27	70,214	69,512	0.5%
28	70,565	69,859	0.5%
29	70,918	70,209	0.5%
30	71,273	70,560	0.5%
31	71,629	70,913	0.5%
32	71,987	71,267	0.5%
33	72,347	71,624	0.5%
34	72,709	71,982	0.5%
35	73,073	72,342	0.5%

SALARY ADJUSTMENTS		
Type	Amount	Detail
Leadership Roles		
Model Teacher	10% Increase	Model Teachers display an exemplary classroom, and open that classroom to colleagues and novice teachers.
Not accessible in non-credentialed role		
Professional Learning Leader	+5,000-7,500	PL Leaders are classroom teachers who play an integral role in creating the Professional Development opportunities through close collaboration with their Principal.
Not accessible in non-credentialed role		
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.
Not accessible in non-credentialed role		
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.
Credential	+1,000	This recognizes the credentials or certifications of an individual when filling a role that does not require a credential.
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 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.