



BASE WAGE		
Year of Experience	Base	Year-to-Year Increases
1	15.00	N/A
2	15.38	2.5%
3	15.76	2.5%
4	16.15	2.5%
5	16.55	2.5%
6	16.96	2.5%
7	17.38	2.5%
8	17.81	2.5%
9	18.26	2.5%
10	18.53	1.5%
11	18.81	1.5%
12	19.09	1.5%
13	19.38	1.5%
14	19.67	1.5%
15	19.97	1.5%
16	20.27	1.5%
17	20.57	1.5%
18	20.88	1.5%
19	21.19	1.5%
20	21.30	0.5%
21	21.41	0.5%
22	21.52	0.5%
23	21.63	0.5%
24	21.74	0.5%
25	21.85	0.5%
26	21.96	0.5%
27	22.07	0.5%
28	22.18	0.5%
29	22.29	0.5%
30	22.40	0.5%
31	22.51	0.5%
32	22.62	0.5%
33	22.73	0.5%
34	22.84	0.5%
35	22.95	0.5%
36	23.06	0.5%
37	23.18	0.5%
38	23.30	0.5%

ADJUSTMENTS (one maximum)		
w/ A.A. (+\$.35)	w/ B.A. (+\$.75)	w/ M.A. (+\$1.50)
15.35	15.75	16.50
15.73	16.13	16.88
16.11	16.51	17.26
16.50	16.90	17.65
16.90	17.30	18.05
17.31	17.71	18.46
17.73	18.13	18.88
18.16	18.56	19.31
18.61	19.01	19.76
18.88	19.28	20.03
19.16	19.56	20.31
19.44	19.84	20.59
19.73	20.13	20.88
20.02	20.42	21.17
20.32	20.72	21.47
20.62	21.02	21.77
20.92	21.32	22.07
21.23	21.63	22.38
21.54	21.94	22.69
21.65	22.05	22.80
21.76	22.16	22.91
21.87	22.27	23.02
21.98	22.38	23.13
22.09	22.49	23.24
22.20	22.60	23.35
22.31	22.71	23.46
22.42	22.82	23.57
22.53	22.93	23.68
22.64	23.04	23.79
22.75	23.15	23.90
22.86	23.26	24.01
22.97	23.37	24.12
23.08	23.48	24.23
23.19	23.59	24.34
23.30	23.70	24.45
23.41	23.81	24.56
23.53	23.93	24.68
23.65	24.05	24.80

ADDITIONAL ADD-ON'S		
Add-on	Value	Detail
English/Spanish Bilingual	+.50	Fluency must be demonstrated by ability to translate / support in ILP's or similar parent meetings.
Additional Certification	varies by nature of certification	Some instructional roles may be filled by individuals that carry a certification or training that is specific to their instructional content and beneficial to students in that domain.
Leadership / Coordination role	varies by role and experience	For roles that involve one or more of the following, an additional add-on may apply: management of other adults, supervision of a small team, and/or coordination of program elements.
LCPS Alumnus	+\$1.00	For individuals that graduated from LCPS, we add on a salary increase to reflect the value of having alumni working with our students and modeling our Graduate Profile.

*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 serving students 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.

*Note: Benefit eligibility is established at .6 FTE. Pro-rated coverage is extended for employees above 60% - 75%. Please see Personnel Handbook for full information.*

**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.