



BASE SALARY		
Step	Amount	Year-to-Year Increases
1	52,000	N/A
2	52,992	1.9%
3	54,052	2.0%
4	55,133	2.0%
5	56,787	3.0%
6	59,101	4.1%
7	62,034	5.0%
8	63,895	3.0%
9	65,811	3.0%
10	67,786	3.0%
11	69,820	3.0%
12	71,243	2.0%
13	72,667	2.0%
14	74,121	2.0%
15	74,890	1.0%
16	75,660	1.0%
17	76,431	1.0%
18	76,824	0.5%
19	77,203	0.5%
20	77,589	0.5%
21	77,977	0.5%
22	78,367	0.5%
23	78,759	0.5%
24	79,153	0.5%
25	79,549	0.5%
26	79,947	0.5%
27	80,347	0.5%
28	80,749	0.5%
29	81,153	0.5%
30	81,559	0.5%
31	81,967	0.5%
32	82,377	0.5%
33	82,789	0.5%
34	83,203	0.5%
35	83,619	0.5%

SALARY ADJUSTMENTS		
Type	Amount	Detail
Leadership Roles		
Instructional Team Lead	\$3,000	Serves as a department lead and member of the school's Instructional Leadership Team. See guidelines for role and responsibilities.
Culture Team Lead	\$2,500	Serves as a grade level lead and member of the school's Instructional Leadership Team. See guidelines for role and responsibilities.
Alder GSE Mentor	1st Yr: \$2500 2nd Yr: \$3,000 3rd Yr: \$3,500	Serves as a mentor for an Alder resident. See mentor guidelines and MOU for role and responsibilities.
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 and is credited as a 2nd Credential.
2nd Credential	+1,000	This recognizes additional certifications that benefit LCPS students (i.e., both English & History credentials).
Hard-to-staff	+ Variable Amount	This is applied to select credentials & roles to reflect competitiveness with surrounding schools. Currently, this is applied to Math / Science /SPED
Summer Professional Development (PD)	\$200 per day	This is dependent on attending approved & assigned PD during summer, non-worked days.
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 or 5000	Teachers will receive bonuses of \$2,500 during years 3 and 6 at LCPS, and \$3,000 during years 10 and 15, \$5000 during 20 years

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.
 Contribution: 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 \$8,500 per employee.

Retirement Contributions:

Independent t 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 partnerships with Alder GSE, the Reach Institute, Ventura County Office of Education, and other university partners, LCPS provides opportunities ranging from Induction Certification to the acquisition of a teaching credential or other certifications, covering some to all of the program cost. Refer to our Tuition Assistance policy & inquire with the Director of Talent & HR for eligibility.
 Value: This ranges from approximately \$2,000 to \$5,000 per year.