

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		
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.
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	\$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.
Contributive 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 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.