



BASE SALARY			
Step	Teacher's Base Salary-NEW	Teacher's Base Salary	Year-to-Year Increases
1	52,000	40,050	N/A
2	52,526	40,651	1.0%
3	53,051	41,464	1.0%
4	53,582	42,501	1.0%
5	54,386	44,626	1.5%
6	54,930	45,965	1.0%
7	55,479	47,344	1.0%
8	56,034	49,711	1.0%
9	56,594	51,202	1.0%
10	58,292	52,738	3.0%
11	58,875	55,375	1.0%
12	59,464	56,759	1.0%
13	60,059	58,178	1.0%
14	60,660	59,632	1.0%
15	62,480	61,123	3.0%
16	63,417	62,651	1.5%
17	64,368	64,217	1.5%
18	65,334	65,822	1.5%
19	66,314	67,468	1.5%
20	68,303	67,805	3.0%
21	68,645	68,144	0.5%
22	68,988	68,485	0.5%
23	69,333	68,827	0.5%
24	69,680	69,171	0.5%
25	71,770	69,517	3.0%
26	72,129	69,865	0.5%
27	72,490	70,214	0.5%
28	72,853	70,565	0.5%
29	73,218	70,918	0.5%
30	73,584	71,273	0.5%
31	73,952	71,629	0.5%
32	74,322	71,987	0.5%
33	74,693	72,347	0.5%
34	75,067	72,709	0.5%
35	75,442	73,073	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.
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/SPED/Spanish.
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. Contributic 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.**