



BASE SALARY		
Step	New 23-24SY	Year-to-Year Increases (new)
1	70,538	N/A
2	72,654	3%
3	74,470	2.5%
4	76,332	2.5%
5	78,622	3.0%
6	80,980	3.0%
7	83,410	3.0%
8	85,078	2.0%
9	87,630	3.0%
10	90,259	3.0%
11	92,966	3.0%
12	94,825	2.0%
13	96,722	2.0%
14	98,656	2.0%
15	99,643	1.0%
16	100,640	1.0%
17	101,646	1.0%
18	102,663	1.0%
19	103,689	1.0%
20	104,726	1.0%
21	105,249	0.5%
22	105,776	0.5%
23	106,305	0.5%
24	106,837	0.5%
25	107,371	0.5%
26	107,908	0.5%
27	108,447	0.5%
28	108,989	0.5%
29	109,534	0.5%
30	110,081	0.5%
31	110,632	0.5%
32	111,185	0.5%
33	111,741	0.5%
34	112,300	0.5%
35	112,861	0.5%

\*Increase dependent on final Governor's budget passage in June 2023.

SALARY ADJUSTMENTS		
Type	Amount	Detail
<b>Leadership Roles</b>		
<b>Stipend</b>		<b><i>Paid out in two installments at end of each semester</i></b>
<b>Instructional Team Lead</b>	\$3,000	Serves as a department lead and member of the school's Instructional Leadership Team. See <a href="#">guidelines</a> for role and responsibilities.
<b>Culture Team Lead</b>	\$3,000	Serves as a grade level lead and member of the school's Instructional Leadership Team. See <a href="#">guidelines</a> for role and responsibilities.
<b>New Teacher Mentor</b>	1st Yr: \$3000 2nd Yr: \$3,500 3rd Yr: \$4,000	Serves as a mentor for an Alder resident. See mentor <a href="#">guidelines</a> and MOU for role and responsibilities.
<b>Add-on's available to All Staff, as applicable:</b>		
<b>English/Spanish</b>	3,000	
<b>Bilingual</b>		While Spanish Fluency brings additional benefit that is not always measurable, this recognizes the cost associated with ILP and IEP interpretation and family communication.
<b>National Board</b>	+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.
<b>2nd Credential</b>	+1,000	This recognizes additional certifications and authorizations that benefit LCPS students (i.e., both English & History credentials, Autism Auth).
<b>Summer Professional Development (PD)</b>	\$200 per day	This is dependent on attending approved & assigned PD during summer, non-worked days.
<b>New-to-LCPS Week</b>	+1,000	This compensates for additional time spent during Intro-to-LCPS Week.
<b>Designated ELD Teaching Assignment</b>	\$3,000	This stipend is paid in 2 installments and is for additional time and responsibility to teach Designated ELD vs. Study Hall
<b>LCPS Retention Bonuses</b>		
<b>Teacher</b>	+2,500 Yrs 3 & 6	
<b>Retention Bonuses</b>	+3,000 Yrs 10 & 15 +5000 Yrs 20 & 25	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.  
 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 **\$9,000 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 **\$4,500-8,500 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 Hiring Manager, Director of HR & Senior Director of People & Operations for eligibility.  
 Value: This ranges from approximately **\$2,000 to \$5,000 per year.**