



BASE SALARY			
Step	Teacher's Base Salary-NEW 23-24SY	Teacher's Base Salary-2022	Year-to-Year Increases
1	54,340	52,000	N/A
2	54,890	52,526	1.0%
3	55,438	53,051	1.0%
4	55,993	53,582	1.0%
5	56,833	54,386	1.5%
6	57,402	54,930	1.0%
7	57,976	55,479	1.0%
8	58,556	56,034	1.0%
9	59,141	56,594	1.0%
10	60,915	58,292	3.0%
11	61,524	58,875	1.0%
12	62,140	59,464	1.0%
13	62,762	60,059	1.0%
14	63,390	60,660	1.0%
15	65,292	62,480	3.0%
16	66,271	63,417	1.5%
17	67,265	64,368	1.5%
18	68,274	65,334	1.5%
19	69,298	66,314	1.5%
20	71,377	68,303	3.0%
21	71,734	68,645	0.5%
22	72,092	68,988	0.5%
23	72,453	69,333	0.5%
24	72,816	69,680	0.5%
25	75,000	71,770	3.0%
26	75,375	72,129	0.5%
27	75,752	72,490	0.5%
28	76,131	72,853	0.5%
29	76,513	73,218	0.5%
30	76,895	73,584	0.5%
31	77,280	73,952	0.5%
32	77,666	74,322	0.5%
33	78,054	74,693	0.5%
34	78,445	75,067	0.5%
35	78,837	75,442	0.5%

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

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	\$3,000	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 Retention Bonuses	+2,500 Yrs 3 & 6 +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. 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.