



BASE SALARY		
Step	23-24SY	Year-to-Year Increases
1	61,698	N/A
2	62,322	1.0%
3	63,568	2.0%
4	64,840	2.0%
5	66,784	3.0%
6	68,262	2.2%
7	70,347	3.1%
8	71,786	2.0%
9	73,939	3.0%
10	76,158	3.0%
11	77,709	2.0%
12	79,294	2.0%
13	80,878	2.0%
14	82,496	2.0%
15	83,352	1.0%
16	83,812	0.6%
17	84,266	0.5%
18	84,698	0.5%
19	85,116	0.5%
20	85,541	0.5%
21	85,970	0.5%
22	86,399	0.5%
23	86,832	0.5%
24	87,267	0.5%
25	87,702	0.5%
26	88,141	0.5%
27	88,582	0.5%
28	89,025	0.5%
29	89,472	0.5%
30	89,919	0.5%
31	90,368	0.5%
32	90,821	0.5%
33	91,274	0.5%
34	91,731	0.5%
35	92,190	0.5%

SALARY ADJUSTMENTS		
Type	Amount	Detail
Leadership Roles	Stipend	Paid out in two installments at end of each semester
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.
New Teacher Mentor	1st Yr: \$3000 2nd Yr: \$3,500 3rd Yr: \$4,000	Serves as a mentor for an Alder resident, student teacher or induction mentor. 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
CA Preliminary Credential	2,500	This is applied to reflect a teacher having been awarded a Preliminary or Clear Teaching Credential by the CTC. Note: Once the Clear is obtained only the Clear add-on will apply. This is only applicable to the base credential.
CA Clear Credential	5,000	
2nd Credential	+1,000	This recognizes additional certifications and authorizations that benefit LCPS students (i.e., CLAD licensure, authorizations or credentials in other subjects, etc).
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 / Reading Specialist / ELD Coordinator/ Spanish for staff with credentials in those areas
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 outside the 190-day school calendar.
Designated ELD Teaching Assignment	\$3,000	This stipend is paid in 2 installments and is for additional time and responsibility to teach Designated ELD vs. Study Hall/Guided Study
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 & 25 years

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

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 and Vision provided under MetLife.
 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 **\$10,000 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 **\$4,500-10,000 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 Hiring Manager, Director of HR & COO for eligibility.
 Value: This ranges from approximately **\$2,000 to \$5,000 per year.**