



BASE SALARY		
Step	Teacher's Base Salary-NEW 24-25SY	Year-to-Year Increases
1	54,340	N/A
2	54,890	1.0%
3	55,438	1.0%
4	55,993	1.0%
5	56,833	1.5%
6	57,402	1.0%
7	57,976	1.0%
8	58,556	1.0%
9	59,141	1.0%
10	60,915	3.0%
11	61,524	1.0%
12	62,140	1.0%
13	62,762	1.0%
14	63,390	1.0%
15	65,292	3.0%
16	66,271	1.5%
17	67,265	1.5%
18	68,274	1.5%
19	69,298	1.5%
20	71,377	3.0%
21	71,734	0.5%
22	72,092	0.5%
23	72,453	0.5%
24	72,816	0.5%
25	75,000	3.0%
26	75,375	0.5%
27	75,752	0.5%
28	76,131	0.5%
29	76,513	0.5%
30	76,895	0.5%
31	77,280	0.5%
32	77,666	0.5%
33	78,054	0.5%
34	78,445	0.5%
35	78,837	0.5%

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

SALARY ADJUSTMENTS		
Type	Amount	Detail
<b>Leadership Roles</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>Add-on's available to All Staff, as applicable:</b>		
<b>English/Spanish Bilingual</b>	+1,000	While Spanish Fluency brings additional benefit that is not always measurable, this recognizes the cost associated with ILP translation.
<b>National Board</b>	+1,000	This is applied to reflect a teacher's certification by the National Board for Professional Teaching Standards.
<b>Credential</b>	+1,000	This recognizes the credentials or certifications of an individual when filling a role that does not require a credential.
<b>Hard-to-staff</b>	+ Variable Amount	This is applied to select 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
<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>LCPS Retention Bonuses</b>		
<b>Teacher Retention Bonuses</b>	+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

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 & Vision provided under provided under Metlife. 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 \$10,000 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 \$4,500-10,000 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.*

Lighthouse Community Public Schools  
 Credentialed Teacher  
 Salary Schedule  
 Effective: 7/1/2017

Lighthouse Community Public Schools  
 Credentialed Teacher  
 Differences

BASE SALARY			
Step	Teacher's Base Salary	Model Teacher	Year-to-Year Increases
1	40,050	Not	N/A
2	40,651	Accessible	1.5%
3	41,464		2.0%
4	42,501		2.5%
5	44,626		5.0%
6	45,965		3.0%
7	47,344		3.0%
8	49,711		5.0%
9	51,202		3.0%
10	52,738		3.0%
11	55,375		5.0%
12	56,759		2.5%
13	58,178		2.5%
14	59,632		2.5%
15	61,123		2.5%
16	62,651		2.5%
17	64,217		2.5%
18	65,822		2.5%
19	67,468		2.5%
20	67,805		0.5%
21	68,144		0.5%
22	68,485		0.5%
23	68,827		0.5%
24	69,171		0.5%
25	69,517		0.5%
26	69,865		0.5%
27	70,214		0.5%
28	70,565		0.5%
29	70,918		0.5%
30	71,273		0.5%
31	71,629		0.5%
32	71,987		0.5%
33	72,347		0.5%
34	72,709		0.5%
35	73,073		0.5%

BASE SALARY		
Step	Tchr Base Diff (\$)	Tchr Base Diff (%)
1	11,950	29.8%
2	11,875	29.2%
3	11,587	27.9%
4	11,081	26.1%
5	9,760	21.9%
6	8,965	19.5%
7	8,135	17.2%
8	6,323	12.7%
9	5,392	10.5%
10	5,554	10.5%
11	3,500	6.3%
12	2,705	4.8%
13	1,881	3.2%
14	1,028	1.7%
15	1,357	2.2%
16	766	1.2%
17	151	0.2%
18	(488)	-0.7%
19	(1,154)	-1.7%
20	498	0.7%
21	501	0.7%
22	503	0.7%
23	506	0.7%
24	509	0.7%
25	2,253	3.2%
26	2,264	3.2%
27	2,276	3.2%
28	2,288	3.2%
29	2,300	3.2%
30	2,311	3.2%
31	2,323	3.2%
32	2,335	3.2%
33	2,346	3.2%
34	2,358	3.2%
35	2,369	3.2%

