

LCPS CREDENTIALLED TEACHER RUBRIC



BASE SALARY			
Step	New 26-27SY No Perm Credential	* With CA Prelim Cred Add-On	**With CA Clear Cred Add-On
1	62,623	65,623	68,623
2	63,568	66,568	69,568
3	66,746	69,746	72,746
4	68,406	71,406	74,406
5	70,457	73,457	76,457
6	71,675	74,675	77,675
7	73,161	76,161	79,161
8	74,657	77,657	80,657
9	76,527	79,527	82,527
10	78,824	81,824	84,824
11	80,429	83,429	86,429
12	81,673	84,673	87,673
13	82,900	85,900	88,900
14	84,146	87,146	90,146
15	85,019	88,019	91,019
16	85,488	88,488	91,488
17	85,951	88,951	91,951
18	86,392	89,392	92,392
19	86,818	89,818	92,818
20	87,252	90,252	93,252
21	87,689	90,689	93,689
22	88,127	91,127	94,127
23	88,569	91,569	94,569
24	89,012	92,012	95,012
25	89,456	92,456	95,456
26	89,904	92,904	95,904
27	90,354	93,354	96,354
28	90,806	93,806	96,806
29	91,261	94,261	97,261
30	91,717	94,717	97,717
31	92,175	95,175	98,175
32	92,637	95,637	98,637
33	93,099	96,099	99,099
34	93,566	96,566	99,566
35	94,034	97,034	100,034

*Increase dependent on final Governor's budget passage in June 2026.

SALARY ADJUSTMENTS		
Type	Amount	Detail
Add-on's available to All Staff, as applicable:		
*CA Preliminary Credential	3,000	This is applied to the Base Salary "No Permanent Credential" to reflect a teacher having been awarded a Preliminary or Clear Teaching Credential by the CTC and the resulting increase is modeled in the "With Prelim" and "With Clear" columns, not in addition to them. This is only applicable to the primary credential and only the highest add-on (Clear if attained) applies.
**CA Clear Credential	6,000	
English/Spanish Bilingual	1,000 3000	While Spanish Fluency brings additional benefit that is not always measurable, this recognizes the cost associated with performing your own ILP translation and interpretation. The \$3,000 add-on is applied for staff who also perform translation or interpretation for others.
2nd Credential/Added Certification/Advanced Degree	+1,000 + Variable Amount	This recognizes additional certifications and authorizations that benefit LCPS students (i.e., CLAD licensure, authorizations or credentials in other subjects, MA or PhD in rel subject area, etc). 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 / CTE Lead Teacher for staff with credentials in those areas
Hard-to-staff		
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
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, intern, or induction mentor. See mentor guidelines and MOU for role and responsibilities.
LCPS Retention Bonuses		
Teacher	+2,500 Yrs 3 & 6	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
Retention	+3,000 Yrs 10 & 15	
Bonuses	+5000 Yrs 20 & 25	

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.
 Contribution: 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 **\$10,300 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 **\$5000-10,000 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**.