



## LCPS EDUCATION SPECIALIST RUBRIC

| BASE SALARY |                              |                                 |                                |
|-------------|------------------------------|---------------------------------|--------------------------------|
| Step        | NEW 26-27 SY<br>No Perm Cred | * With CA Prelim<br>Cred Add-on | **With CA Clear<br>Cred Add-On |
| 1           | 71,596                       | 74,596                          | 77,596                         |
| 2           | 74,107                       | 77,107                          | 80,107                         |
| 3           | 78,194                       | 81,194                          | 84,194                         |
| 4           | 80,530                       | 83,530                          | 86,530                         |
| 5           | 82,946                       | 85,946                          | 88,946                         |
| 6           | 85,029                       | 88,029                          | 91,029                         |
| 7           | 86,746                       | 89,746                          | 92,746                         |
| 8           | 88,481                       | 91,481                          | 94,481                         |
| 9           | 90,697                       | 93,697                          | 96,697                         |
| 10          | 93,418                       | 96,418                          | 99,418                         |
| 11          | 96,220                       | 99,220                          | 102,220                        |
| 12          | 97,670                       | 100,670                         | 103,670                        |
| 13          | 99,140                       | 102,140                         | 105,140                        |
| 14          | 100,629                      | 103,629                         | 106,629                        |
| 15          | 101,636                      | 104,636                         | 107,636                        |
| 16          | 102,653                      | 105,653                         | 108,653                        |
| 17          | 103,679                      | 106,679                         | 109,679                        |
| 18          | 104,716                      | 107,716                         | 110,716                        |
| 19          | 105,763                      | 108,763                         | 111,763                        |
| 20          | 106,821                      | 109,821                         | 112,821                        |
| 21          | 107,354                      | 110,354                         | 113,354                        |
| 22          | 107,892                      | 110,892                         | 113,892                        |
| 23          | 108,431                      | 111,431                         | 114,431                        |
| 24          | 108,974                      | 111,974                         | 114,974                        |
| 25          | 109,518                      | 112,518                         | 115,518                        |
| 26          | 110,066                      | 113,066                         | 116,066                        |
| 27          | 110,616                      | 113,616                         | 116,616                        |
| 28          | 111,169                      | 114,169                         | 117,169                        |
| 29          | 111,725                      | 114,725                         | 117,725                        |
| 30          | 112,283                      | 115,283                         | 118,283                        |
| 31          | 112,845                      | 115,845                         | 118,845                        |
| 32          | 113,409                      | 116,409                         | 119,409                        |
| 33          | 113,976                      | 116,976                         | 119,976                        |
| 34          | 114,546                      | 117,546                         | 120,546                        |
| 35          | 115,118                      | 118,118                         | 121,118                        |

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

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.

| SALARY ADJUSTMENTS  |   |  |
|---|---|--|
| Type  | Amount  | Detail   |
| <b>Add-on's available to All Staff, as applicable:</b>    |   |  |
| <b>*CA Preliminary Credential</b>                         | 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. |
| <b>**CA Clear Credential</b>                              | 6,000   | 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).   |
| <b>English/Spanish Bilingual</b>                          | 1,000   | 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   |
| <b>2nd Credential/Added Certification/Advanced Degree</b> | +1,000  | 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).   |
| <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 outside the 190-day school calendar.  |
| <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/Guided Study   |
| <b>Leadership Roles</b>                                   |   |  |
|   | <b>Stipend</b>  | <b>Paid out in two installments at end of each semester</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<br>2nd Yr: \$3,500<br>3rd Yr: \$4,000        | Serves as a mentor for an Alder resident, student teacher, intern, or induction mentor. See mentor <a href="#">guidelines</a> and MOU for role and responsibilities.   |
| <b>LCPS Retention Bonuses</b>                             |   |  |
| <b>Teacher Retention Bonuses</b>                          | +2,500 Yrs 3 & 6<br>+3,000 Yrs 10 & 15<br>+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   |

### 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 **\$10,300** 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 **\$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.