

LCPS Total Rewards Package At-A-Glance

These investments are part of LCPS's commitment to internal growth and advancement allowing staff to stay and grow as a valued teammate. Taken together, all of these benefits are part of the total rewards that LCPS invests in each member of our team.

LCPS's Estimated Contribution



Competitive Market-Aligned Pay

- Base pay + add-ons + stipend aligned to be competitive with Bay Area Market



[Salary schedules and calculator](#)



EE salary + add-ons + stipends based on placement on salary scale



Robust Health Benefits

- 100% employer-paid health, vision, and dental premiums for full-time employees & 50% dependent coverage based on eligibility and FTE
- Free counseling services for staff and their families
- Kaiser Permanente paired with MERP to cover the full cost of deductibles
- Other optional pre-tax FSA coverage for dependents and medical care

~ \$16,900 value for EE only



Retirement Benefits

- 401(a) retirement plan with 8% employee and 8% LCPS contributions and grows in value with years of service
- Optional 403(b) plan for additional retirement savings

LCPS Matches 8% of 8% Employee Mandatory Contribution



Time, Sustainability, and Work-Life Balance

- Paid sick leave with accrual of up to 88-96 hours
- School-year calendars with built-in paid breaks for all full-time staff
- Planning, collaboration, and professional development time
- Vacation structures and 10 days of PTO for 12-month employees annually with accrual up to 15 days
- Wellness half-days for all staff 4x per year

- Annual Accrual 7-12 Sick Days
- 2 Religious Observance
- 10-15 Days PTO for 12 mo.



Growth, Longevity, and Retention

- Longevity milestone rewards
- Career pathways and advancement opportunities
- Compensation growth through expanded roles and responsibilities
- Professional learning and leadership development

\$2,500 - \$5,000 depending on eligibility



Tuition Assistance and Professional Learning

- Tuition assistance for teachers & clinical staff pursuing credentials, licenses and certifications
- Support for Teachers in Training and classified staff pursuing degrees
- Assistance for administrative credentials and leadership pathways

- Up to \$15K for teachers and leaders pursuing related credentials
- Up to \$5k for other staff for related degrees