

# LCPS's Total Rewards & Compensation Philosophy

At Lighthouse Community Public Schools (LCPS), we are committed to clear, consistent communication about compensation and rewards. For us, compensation is more than salary: it includes pay, benefits, time, growth opportunities, and long-term financial security. This philosophy explains what LCPS provides, how compensation decisions are made, and what guides those decisions.

## We Invest in Our People

LCPS staff are central to our mission and student success. Compensation and rewards are designed to support staff financially, professionally, and personally, today and over time.

- Competitive market-aligned pay positioned on average at or above the 50th percentile of the market
- Strong employer-paid benefits that extend beyond base salary
- Robust tuition assistance for staff to grow on career pathways to attain teaching, clinical, and leadership licenses and certifications and for classified staff to attain a BA and become teachers
- Time to rest, plan, and care for self and family
- Opportunities to grow professionally and advance within the organization over time

## Fairness, Transparency, Structure, and Equity

LCPS is committed to internal equity—meaning people doing similar work, with similar scope and responsibility, are compensated consistently.

- Every role is placed within a defined job family and level and salary band
- Pay differences are based on role scope, experience, credentials, and responsibility
- We actively fix any inconsistencies, so compensation is clearer and more equitable over time
- Pay scales and penetration calculation are informed by credible, large, regional salary benchmarking surveys (e.g, EdFuel, Northern California Fair Pay) and charter and district peers

LCPS maintains a structured compensation framework to ensure fairness, internal equity, and transparency. As part of this commitment:

- LCPS does not negotiate individual salaries. The Board sets executive compensation
- All compensation decisions are made within established salary bands and role levels
- Pay adjustments or additional compensation must align to role scope, job family, and level
- LCPS publishes all salary bands and a guide for how any additional compensation is applied

If a role includes responsibilities beyond its standard scope, those differences are addressed through clearly defined stipends or role-based add-ons within the compensation framework. These are applied consistently across similar roles to avoid one-off exceptions. This approach ensures compensation remains transparent, equitable, and sustainable across the organization.

## Total Rewards & Compensation Philosophy (cont.)

### ✓ Competitive Pay + Strong Benefits = Total Compensation

**LCPS aims to provide market-aligned pay compared to similar charter schools, districts, and organizations. Because education funding is limited, LCPS balances salary levels with significant investment in benefits and long-term rewards, including:**

- 100% employer-paid health, vision, and dental premiums for full-time employees, including access to fertility, chiropractic and acupuncture benefits at little to no cost
- 50% dependent coverage based on eligibility and FTE
- Employee Assistance Program (EAP) offering free counseling services for staff and their families
- Kaiser Permanente paired with Non-Stop Health, an LCPS-funded Medical Expense Reimbursement Program (MERP) to cover the full cost of deductibles
- Mandatory 401(a) retirement plan with 8% employee and 8% LCPS contributions; full vesting after five years and optional 403(b) plan for additional retirement savings
- Employer-funded basic life insurance policy up to \$50,000 for all full-time employees
- Other optional coverage for FSA programs for medical and dependent care, pet insurance, legal insurance, accident, hospital & chronic illness, and additional life insurance on top of the basic plan

### ✓ Time, Sustainability, and Work-Life Balance

**LCPS recognizes the importance of rest, planning, and sustainability—especially in education.**

- Paid sick leave with accrual up to 88-96 hours for all full-time staff
- School-year calendars with built-in paid breaks for all full-time staff totaling ~ 5 weeks
- Planning, collaboration, and professional development time including student-free days throughout the year
- Vacation structures and 10 days PTO for 12-month employees aligned to role type & work year in addition to school year breaks already included
- Wellness half-days for all staff 4x per year
- Support for staff needing extended leaves under PFL, FMLA, CFRA, ADA

### ✓ Growth, Longevity, and Retention

**LCPS values staff who stay, grow, and contribute over time. Longevity rewards and retention incentives are structured to recognize service while maintaining fairness across roles.**

- Longevity milestone rewards for non-teaching staff at five-year intervals (5, 10, 15, 20, and 25 years) and for teachers at years 3, 6, 10, 15, 20, and 25

**LCPS does not use individual performance bonuses as a core compensation strategy. Instead, we invest significant funding in:**

- Career pathways and advancement opportunities
- Compensation growth through expanded roles and responsibilities and internal promotion opportunities
- Professional learning and leadership development

### ✓ Tuition Assistance and Professional Learning

**LCPS believes growth benefits both staff and students. Depending on role and eligibility, LCPS offers:**

- Tuition assistance for teachers & clinical staff pursuing credentials and certifications
- Support for Teachers in Training and classified staff pursuing degrees
- Assistance for administrative credentials and leadership pathways
- Partnering with Alder GSE Teacher Residency, Reach intern program and LMU Clinical Counseling pathways

**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.**