

**KIPP**  **SoCal**  
PUBLIC SCHOOLS



# New Compensation Scales for Non-Exempt Roles 2024-25

Recognizing Your Contribution  
and Promoting Equity



**KIPP** SoCal  
PUBLIC SCHOOLS

# ● We Value You and Want ● You to Thrive Here

- With your unwavering support and attention to detail, students develop and thrive
  - Pay recognizes your dedication and commitment
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# Compensation and Anti-Racism

Our compensation policies, practices, and structures are designed to reflect and uphold our [Anti-Racism Standards](#):

- Equitable Resource Allocation (Standard 1.3B): We diligently consider power and privilege in the allocation of resources, which includes our compensation practices. By doing so, we aim to rectify historical marginalization and ensure equitable pay for all Team Members.
  - Transparent Communication (Standard 4.2H): Our compensation framework is communicated clearly and transparently to all Team Members so that every individual understands their compensation and how it relates to their role, and promoting a culture of trust and integrity.
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# KIPP SoCal's Compensation Philosophy

Compensation at KIPP SoCal reflects the immense value our Team Members bring to our mission. Our approach balances market alignment, internal equity, and performance within budget realities.

We emphasize:

- Purpose and Passion
- Longevity and Growth
- Holistic Rewards





# New Pay Scale is Highly Competitive

**Average 5.4% Growth from  
Current Pay**

**2% - 14.6% Raises for  
Returning Team Members**

**+2%**  
each year

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# Competitive Pay For a Long Career

	Steps→									
	1	2	3	4	5	6	7	8	9	10
Group N1	\$20.00	\$20.40	\$20.81	\$21.23	\$21.65	\$22.08	\$22.52	\$22.97	\$23.43	\$23.90
N2	\$21.00	\$21.42	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.12	\$24.60	\$25.09
N3	\$22.00	\$22.44	\$22.89	\$23.35	\$23.82	\$24.30	\$24.79	\$25.29	\$25.80	\$26.32
N4	\$23.00	\$23.46	\$23.93	\$24.41	\$24.90	\$25.40	\$25.91	\$26.43	\$26.96	\$27.50
N5	\$24.00	\$24.48	\$24.97	\$25.47	\$25.98	\$26.50	\$27.03	\$27.57	\$28.12	\$28.68
N6	\$27.00	\$27.54	\$28.09	\$28.65	\$29.22	\$29.80	\$30.40	\$31.01	\$31.63	\$32.26

Salaries increase 2% every year after Year 10.

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# Groups

- **Group N1:** Meal Server, Operations Aide, Receptionist, Student Recruiter
  - **Group N2:** Coach, ExL Instructor, Instructional Assistant, PE Assistant, School Ops Coordinator
  - **Group N3:** Health Care Assistant, Special Education Assistant
  - **Group N4:** Certified Nursing Assistant, Registrar
  - **Group N5:** ExL Assistant, In-House Substitute Teacher
  - **Group N6:** Licensed Vocational Nurse
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# Wellbeing for Life: Comprehensive Benefits Package

- **Ongoing professional development** and training tailored to help you excel and achieve great things
  - **Paid Health Leave**
  - **Employee Assistance Programs (EAP)** through Guardian & Curalinc, with free counseling sessions for the whole family
  - **401K plan** with employer match at 2% Year 1; up to 6% in Year 4
  - **For benefits-eligible Team Members:** Top-tier health, dental, vision, disability, life insurance and voluntary plans to care for you and your family
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# Medical and Mental Health<sup>1</sup>

- **Medical:** 2 HMO plans with Anthem with no monthly premium cost for employee-only coverage; 1 PPO plan with Anthem & 1 DHMO plan with Kaiser Permanente
- **Telemedicine:** Free access to 24/7 doctors and medical providers
- **Dental:** Guardian Dental PPO
- **Vision:** VSP
- **Flexible Spending Account** services through WEX
- **Employee Assistance Programs (EAP)** through Guardian & Curalinc, with free counseling sessions for the whole family

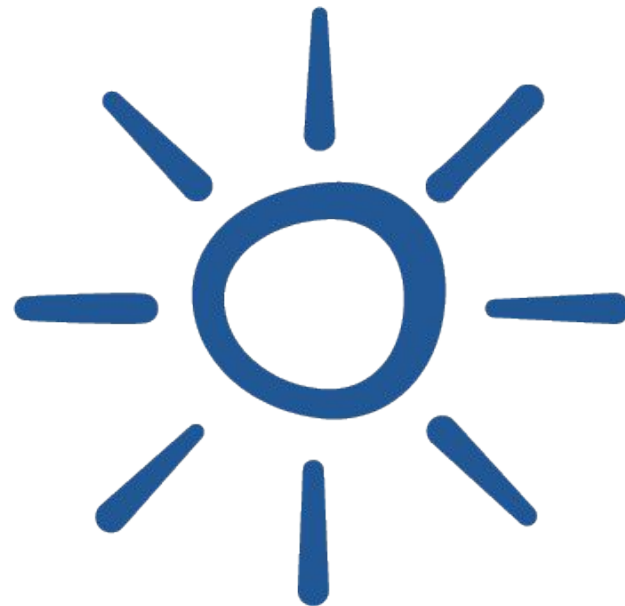


<sup>1</sup>For benefits-eligible Team Members

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# Financial Health & Insurance<sup>1</sup>

- Basic **Life and AD&D** coverage
- **Voluntary plans** including Supplemental Life Insurance, Disability, Critical Illness, Hospital Indemnity, Accident, Pet



<sup>1</sup>For benefits-eligible Team Members

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# Paid Time Off<sup>1</sup>

- 10 days of Paid Time Off
- Approx. 30 days of breaks and holidays throughout the school year
- 6 weeks 100% paid parental leave



<sup>1</sup>For benefits-eligible Team Members

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# ● Our Team Members, Our Strength: ● Investing in You



## **We Pay Competitively.**

Our Team Members are paid competitively for their role. Earnings increase quickly as they build their careers with KIPP SoCal



## **We Value Longevity.**

Pay continues to grow with each additional year of experience

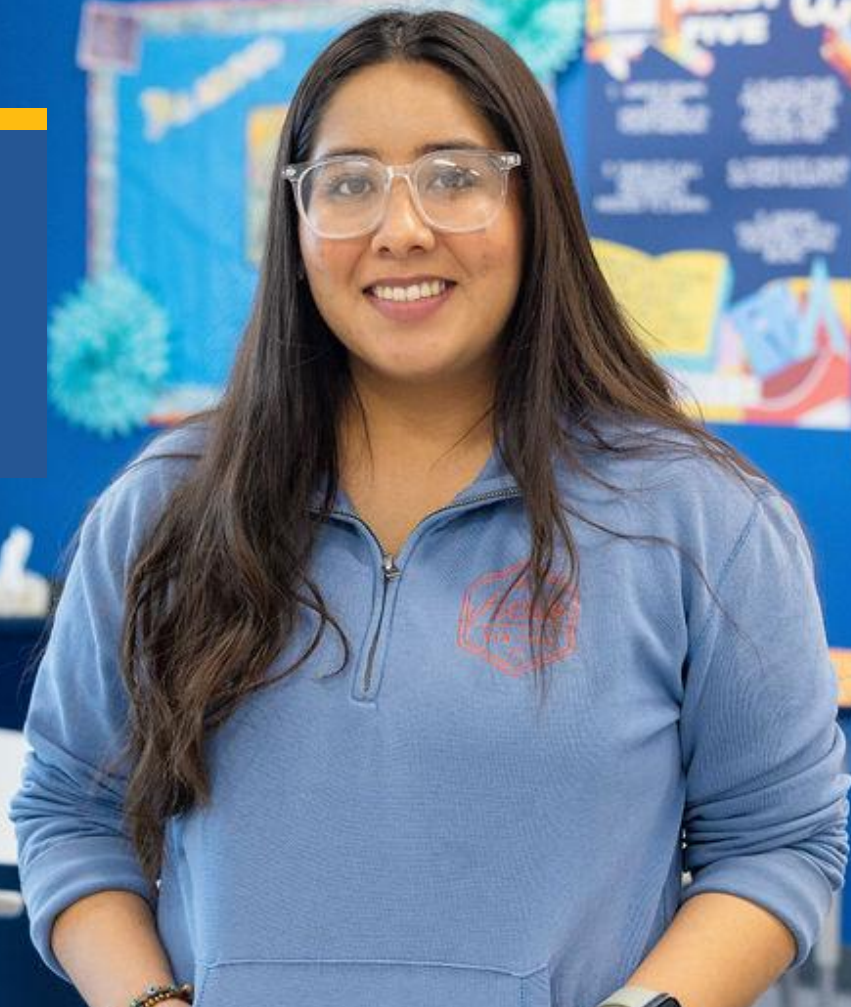


## **We Develop You.**

Team Members receive coaching to advance in their careers and we promote from within

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**You are welcomed  
and valued for  
your whole self**

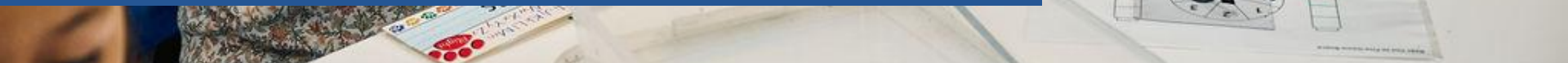




**Your work changes lives  
every single day**



**You are part of a movement  
bigger than any one person**





# Teaching at KIPP SoCal means growth, fulfillment and love





# Non-Exempt Pay Scale Glossary

## **Years of Service at KIPP SoCal**

A year of service for non-exempt school-based Team Members at KIPP SoCal refers to the continuous work period that a Team Member completes within the standard academic year or over a 12-month period, depending on their specific employment arrangement. Team Members progress to the next step on their respective pay scale on July 1st if they have been in the role since January 14.

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# Frequently Asked Questions

## **What is KIPP SoCal's compensation philosophy?**

KIPP SoCal strives to be a great organization energized by purpose, values, and a strong culture. California has historically underfunded public education, yet every year, we strive to resource schools and compensate our Team Members as sustainably and equitably as possible on public funding—this work is always ongoing. KIPP SoCal's compensation priorities are: competitive base pay, holistic benefits, and robust professional development opportunities, all while being fiscally sustainable long-term.

## **When will my new salary go into effect?**

This salary scale will go into effect on July 1, 2024 for the 2024-25 school year. Team Members progress to the next step on their respective pay scale on July 1st if they have been in the role since January 14.

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# Frequently Asked Questions

## **Do all Team Members start at Step 1 of the scale?**

All new hires will start on Step 1 of the scale for their role. Current team members will be placed on the step that best represents their years of experience in the role, and results in at least a 2% pay rate increase.

## **How often will this pay scale be updated?**

KIPP SoCal is committed to reviewing the pay scale every 2-3 years.

## **Is step 10 the final step on the salary scale?**

Unlike most salary scales, the KIPP SoCal pay scale has no salary cap and each subsequent year continues to be a 2% increase.

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# Frequently Asked Questions

## **Does KIPP SoCal offer differentials for Team Members with bachelor's degrees?**

No. While we do not offer pay differentials for bachelor's degrees in non-exempt roles, we are committed to providing a competitive compensation package that is transparent with predictable annual raises, and professional development opportunities that may lead to career growth and additional pay increases.

## **Does KIPP SoCal reward years of experience at other KIPP regions?**

No. While we value work in other KIPP regions, our primary focus is rewarding service at KIPP SoCal schools.

## **Which roles are eligible for benefits?**

Benefits-eligible roles typically include full-time positions that meet certain hours and service requirements. Complete details are available in the Team Member Handbook.

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A decorative dotted line in white, consisting of small circles, curves across the blue background from the left side towards the top right.

**WITH  
GRATITUDE**

The KIPP SoCal logo is located in the bottom right corner. It features a large, stylized 'K' that is partially enclosed by a thick yellow and white arc. The text 'KIPP SoCal' is in white, with a yellow dot between 'KIPP' and 'SoCal'. Below it, 'PUBLIC SCHOOLS' is written in a smaller white font.

**KIPP SoCal**  
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