

# KIPP SOCIAL STUDENT SERVICES SALARY SCALE

## STUDENT SERVICES

YEARS OF EXPERIENCE AT KIPP SOCIAL																					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
GROUP	A	61,020	61,020	61,020	62,000	64,000	65,000	66,000	67,000	68,000	69,000	70,000	71,000	72,000	73,000	74,000	75,000	76,000	77,000	78,000	79,000
	B	64,000	67,000	70,000	73,000	76,000	77,000	78,000	79,000	80,000	81,000	82,000	83,000	84,000	85,000	86,000	87,000	88,000	89,000	90,000	91,000
	C	73,000	76,500	80,000	83,500	87,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000
	D	75,000	79,000	83,000	86,500	90,000	91,000	92,000	93,000	94,000	95,000	96,000	97,000	98,000	99,000	100,000	101,000	102,000	103,000	104,000	105,000
	E	82,000	86,000	90,000	94,000	98,000	99,000	100,000	101,000	102,000	103,000	104,000	105,000	106,000	107,000	108,000	109,000	110,000	111,000	112,000	113,000

### DIFFERENTIALS

Add \$2,000 to base pay for qualifying licenses & experience:

- LCSW
- OR 2 years CCC + Speech Language Pathology Assistant Supervision
- OR 2 years Occupational Therapist + Certified Occupational Therapy Assistant Supervision

## SALARY SCALE GLOSSARY

TERM	KIPP SOCIAL SALARY SCALE DEFINITION
Years of Experience at KIPP SoCal	A year of experience at KIPP SoCal is defined as an academic year of service in the same student service role at KIPP SoCal. To count as a year, the team member must have begun their role on or before January 15, and complete 5 consecutive months in the position. Years experience in the assistant role do not count towards years experience in the lead role. (e.g., SLPA years do not count towards SLP years).
Salary Differential	<p>A salary differential is a dollar amount that is added to your annual base pay for having a particular qualification, and this addition persists every year (i.e., it is not one-time).</p> <p>Meeting the requirement in the appropriate student service function qualifies you for the differential (i.e. LCSW for counselors, CCC + SLPA for speech &amp; language pathologists, and OT + COTA for occupational therapists).</p> <p>Team members are responsible for notifying KIPP SoCal promptly whenever they have achieved a new qualification that leads to a salary differential. Differentials are applied to a teacher's compensation retroactive to the day the qualification was obtained, but no earlier than July 1st of the current fiscal year.</p>

# STUDENT SERVICES SALARY SCALE FAQ



## 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 and your new salary will go into effect on July 1, 2023 for the 2023-24 school year.

## How often will this salary scale be updated?

KIPP SoCal is committed to reviewing the salary scale every 2-3 years. This includes updating our comparative analysis and assessing KIPP SoCal's fiscal ability to further adjust the scale. We are committed to maintaining the balance between being an employer of choice in Los Angeles and being fiscally responsible.

## Is year 20 the final year on the salary scale?

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

## Why does the salary scale reward years at KIPP SoCal and not all KIPP regions?

While we value our KIPP network in other regions, the intention of rewarding years at KIPP SoCal specifically is a result of our focus on retention at our schools.

