

# KIPP SOCIAL TEACHER SALARY SCALE

## CREDENTIALLED LEAD TEACHERS (California Preliminary/Clear Credential, National Board Certification, Out-Of-State Professional License)

YRS. TEACHING AT KIPP SOCIAL	YEARS OF TEACHING EXPERIENCE																				
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
	1-2	61,020	61,200	64,500	65,790	67,106	68,448	69,817	71,213	72,637	74,090	75,572	77,083	78,625	80,198	81,802	83,438	85,107	86,809	88,545	90,316
	3-4			66,435	67,764	69,119	70,501	71,911	73,349	74,816	76,312	77,838	79,395	80,983	82,603	84,255	85,940	87,659	89,412	91,200	93,024
	5-7					71,531	72,962	74,421	75,909	77,427	78,976	80,556	82,167	83,810	85,486	87,196	88,940	90,719	92,533	94,384	96,272
	8-11								80,289	81,895	83,533	85,204	86,908	88,646	90,419	92,227	94,072	95,953	97,872	99,829	101,826
	12+												92,809	94,665	96,558	98,489	100,459	102,468	104,517	106,607	108,739

## ALTERNATIVE CREDENTIAL LEAD TEACHERS (Intern Credential, Career Technical Education, Emergency Teaching Permit, Provisional License, Transitional License)

YRS. TEACHING AT KIPP SOCIAL	YEARS OF TEACHING EXPERIENCE																				
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	1-2	61,020	61,020	61,020	61,200	62,424	63,672	64,945	66,244	67,569	68,920	70,298	71,704	73,138	74,601	76,093	77,615	79,167	80,750	82,365	84,012
	3-4			61,800	63,036	64,297	65,583	66,895	68,233	69,598	70,990	72,410	73,858	75,335	76,842	78,379	79,947	81,546	83,177	84,841	86,538
	5-7					66,541	67,872	69,229	70,614	72,026	73,467	74,936	76,435	77,964	79,523	81,113	82,735	84,390	86,078	87,800	89,556
	8-11								74,688	76,182	77,706	79,260	80,845	82,462	84,111	85,793	87,509	89,259	91,044	92,865	94,722
	12+												86,334	88,061	89,822	91,618	93,450	95,319	97,225	99,170	101,153

### DIFFERENTIALS

- Add \$2,000 to base pay for master's OR doctorate degree
- Add \$2,000 to base pay for SpEd autism authorization
- Add \$4,000 to base pay for SpEd qualifications in BOTH mild/moderate and moderate/severe
- Add \$6,000 to base pay for National Board Certification

# SALARY SCALE GLOSSARY



TERM	KIPP SOCAL SALARY SCALE DEFINITION
<b>Year(s) of teaching experience</b>	<p>A year of teaching is defined as an academic year, teaching grades TK to 12 as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years in instructional leadership (school leader, assistant school leader, dean, or equivalent positions) also count towards this. The types of schools for which lead teaching experience qualifies include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Lead teaching at public, charter, and private schools</li> <li>• Lead teaching at international schools</li> <li>• Lead teaching at montessori schools</li> </ul> <p>Time spent as an instructional assistant, SpEd assistant, in-house substitute, teacher resident, or in college-level courses does not qualify as teaching experience on the KIPP SoCal Salary Scale.</p> <p>Teachers who can verify with documentation that they completed a long-term subbing assignment with the same students for at least a semester and performed the duties below, can have that experience count as a year of teaching experience: created lesson plans and contributed to instructional design for the same group of students; served as the main point of contact with families; contributed to grading and assessment cycles for the same group of students; participated in grade level activities.</p>
<b>Years teaching at KIPP SoCal</b>	<p>A year of teaching at KIPP SoCal is defined as an academic year of teaching grades TK to 12 at a KIPP SoCal school as the teacher of record. To count as a year, a teacher must have begun teaching on or before January 15, and complete 5 consecutive months in the position. Years teaching as an instructional assistant, SpEd assistant, in-house substitute, or teacher resident at KIPP SoCal do not count.</p> <p>Teachers who can verify with documentation that they completed a long-term subbing assignment with the same students for at least a semester and performed the duties below, can have that experience count as a year of teaching experience: created lesson plans and contributed to instructional design for the same group of students; served as the main point of contact with families; contributed to grading and assessment cycles for the same group of students; participated in grade level activities.</p>
<b>Credentialed Lead Teacher</b>	<p>A credentialed teacher is a teacher that holds a current California State Preliminary Credential, California Clear Credential, National Board Certification, or an Out-Of-State Professional License.</p> <ul style="list-style-type: none"> <li>• <b>California State Preliminary Credential</b> - A Preliminary or Level I Credential is a teaching or service credential that is valid for five years. The preliminary/level I credential cannot be renewed. Preliminary/Level I credentials require the holder to complete additional specific requirements based on the preparation pathway and documentation submitted with the initial application for certification. Additional academic requirements must be completed to qualify for and upgrade to the Clear or Level II credential.</li> <li>• <b>California State Clear Credential</b> - The term “Clear” or “Level II” credential signifies that all education and program requirements for the credential have been met. Clear or Level II credentials are not held for professional growth requirements.</li> <li>• <b>National Board Certification</b> - National Board Certification (NBC) is a voluntary, advanced teaching credential that goes beyond state licensure. NBC has national standards for what accomplished teachers should know and be able to do. The National Board certifies teachers who successfully complete its rigorous certification process.</li> <li>• <b>Out-Of-State Professional License</b> - A professional teaching License or Credential from another state. Note that this license must be transferred to a California State Teaching Credential to ensure the holder stays on the Credentialed Teacher Scale.</li> </ul>
<b>Alternative Credential</b>	<p>An alternative credential generally represents a credential that is not permanent and may represent a credential that is currently in process (<i>e.g. intern credentials, career technical education credentials, emergency teaching permits, alternative, provisional, or transitional licenses</i>).</p>
<b>Salary Differential</b>	<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>i.e., it is not one-time</i>).</p> <p>KIPP SoCal Teacher Salary Scale differentials are additive and one of each type (<i>post-BA degree, autism authorization, dual SpEd qualifications, and National Board</i>) can be added. For example, you can have both a Master's and a SpEd autism authorization differential, but not a Master's and a PhD differential.</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>

# SALARY SCALE GLOSSARY



TERM	KIPP SOCAL SALARY SCALE DEFINITION
Master's Degree	A master's degree is a type of graduate degree from an accredited institution earned after completion of an undergraduate degree like a Bachelor of Arts or Bachelor of Science. Typically the master's degree requires about 30 credits of coursework and takes 2 years of full-time study beyond the bachelor's degree to complete.
PhD	A Doctor of Philosophy is the highest academic degree awarded by an accredited institution in most countries. PhDs are awarded for programs across the breadth of academic fields.
National Board Certification	The National Board Standards represent a consensus among educators about what accomplished teachers should know and be able to do and they lead to National Board certification. The certification process requires that teachers demonstrate standards-based evidence of the positive effect they have on student learning in alignment with Five Core Propositions. National Board Certification Teachers with National Board Certification have shown to have great impact on their students academic achievement. The process to become National Board certified is also rigorous and meaningful.

# TEACHER 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 for teachers in Los Angeles and being fiscally responsible.

## Does instructional leadership experience count towards the salary scale?

Experience that counts towards the total teaching experience includes lead teaching in grades TK to 12 as the teacher of record, or school leadership experience as a SL, ASL, dean, or equivalent.

## 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 KIPP SoCal not use continuing education units/credits to determine teacher salaries?

Continuing education credits or units is a common feature of the traditional step and column salary schedule used by most districts. In creating the KIPP SoCal salary scale we referenced extensive existing research on teacher compensation showing no correlation between continuing education and teacher quality. Conversely, there is a demonstrated correlation between teacher quality and National Board Certification which is why we have a significant salary differential for those who've obtained that certification. Below is just a sample of the current research on this topic:

[Hanushek, E. A. \(2007\). \*The Single Salary Schedule and Other Issues of Teacher Pay\*. \*Peabody Journal of Education\*, 574-586](#)

[Miller, R., & Roza, M. \(2012\). \*The Sheepskin Effect and Student Achievement: De-Emphasizing the Role of Master's Degrees in Teacher Compensation\*. \*Center for American Progress\*.](#)

[Harris, D., & Sass, T. \(2011\). \*Teacher Training, Teacher Quality, and Student Achievement\*. \*CALDER\*.](#)

[Goldhaber, D., & Anthony, E. \(2007\). \*Can teacher quality be effectively assessed? National Board Certification as a signal of effective teaching\*. \*The Review of Economics and Statistics\*, 134-150.](#)

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

While we value our KIPP network teachers in other regions, the intention of rewarding teaching years at KIPP SoCal specifically was to focus on teacher retention at our schools.

