

# KIPP SOCAL SCHOOL LEADER SALARY SCALE

## SCHOOL LEADER SALARY SCALE (Effective July 1, 2023)

SALARY	YEARS OF EXPERIENCE									
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
	\$128,000	\$130,600	\$137,100	\$139,800	\$142,600	\$149,700	\$152,700	\$155,800	\$163,600	\$166,900

## SALARY SCALE FAQ

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

We strive to be a great organization energized by purpose and values where we co-create a strong culture, provide competitive, holistic, and fiscally sustainable compensation and benefits, and where our Team Members grow and develop. 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.

### What factors influenced the revised leadership salary scales?

KIPP SoCal prioritizes base pay and robust benefits while supporting a distributed leadership staffing model. We remain aligned with the working group's values of simplicity, transparency, competitiveness and fiscal responsibility they used in creating the scale. Also, we studied the leadership scales and staffing models at LAUSD, LBUSD, ABCUSD, and area charter schools to ensure we are competitive.

### 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. KIPP SoCal adjusts salaries for administrative team members on July 1st of each year.

### What is a year of experience?

Our School Leader Salary Scale will count years of experience as a School Leader, including years as a School Leader outside of KIPP SoCal. Director of Schools experience at KIPP SoCal will also count towards years of experience on this scale.

To receive credit for a year, you must have been in the School Leader position prior to January 15th of a school year. Any individual promoted to School Leader between January 15 and June 30 will continue in the 1st Year on the scale for the next compensation cycle.

The scale will not count time as an Interim School Leader. If an Interim School Leader is selected to be a School Leader, retroactive pay at the new School Leader salary will not be provided for the time worked in the Interim School Leader role.

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## Does teaching experience count towards the salary scale?

No. The salary scale only applies to experience working in the respective administrative position at KIPP SoCal Public Schools.

## Does my administrative experience at another organization count towards the salary scale?

Possibly. Equivalent school-wide instructional leadership experience and responsibilities will be considered by the KIPP SoCal Talent Team toward placement on the salary scale.

- The Talent Team will use the roles and responsibilities of the role you are being considered for to assess equivalent experience.
- The maximum amount of equivalent school-wide instructional leadership experience that could be counted on our scale is 3 years..

## What happens if my previous salary is higher than the 1st Year School Leader salary when I become a School Leader?

You will receive a 2% raise each year until your plotted salary on the scale catches up to your salary.

## Will I receive a salary differential for advanced degrees or administrative credentials?

No. As recommended by the members of the School Leader Salary Working Group, School Leaders are paid based on their years of experience in the position and do not receive additional salary differentials for other qualifications.

## Am I eligible for a merit based raise as a Dean or an Assistant School Leader?

No. The salary scale sets all salaries for School Leaders based on the number of years they are in this position.

## 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 Southern California and being fiscally responsible.

## Is year 10 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.

## Who is eligible to be paid on the School Leader Salary Scale?

A School Leader is eligible to be paid on the School Leader Salary Scale starting the first year of operations with students in their new school, or upon taking the School Leader position at an existing school with students.



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## **Note about School Leader Fellow Compensation**

In years past, School Leader Fellows was included as a footnote below the scale, even though it is not a part of the scale. This year, we have removed that footnote from the scale. Details about School Leader Fellow compensation are shared directly with fellows, and not in this document.

## **Note about Interim School Leader Compensation**

In years past, Interim School Leaders were included as a footnote below the School Leader Salary scale, even though it is not a part of the scale. This year, we have removed that footnote from the scale. Pay for interim assignments, including Interim School Leader, will be in accordance to the Stipend Policy, which can be found in our Team Member Handbook.

