

# KIPP SOCAL DEAN & ASSISTANT SCHOOL LEADER SALARY SCALE

## DEAN

SALARY	YEAR IN POSITION									
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
	\$85,000	\$89,300	\$92,000	\$93,800	\$95,700	\$97,600	\$99,600	\$101,600	\$103,600	\$105,700

## ASSISTANT SCHOOL LEADER

SALARY	YEAR IN POSITION									
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
	\$98,000	\$103,900	\$108,600	\$110,800	\$116,900	\$119,200	\$121,600	\$124,000	\$126,500	\$132,800

# DEAN & ASSISTANT SCHOOL LEADER 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?

An individual promoted into either the Dean or Assistant School Leader position begins in the 1st Year on the respective scale.

A year of credit on the scale is granted for the first year in the position only when the individual enters the respective position on or before January 15 of that academic year. Any individual promoted to the respective position between January 15 and June 30 will continue in the 1st year on the scale for the next compensation cycle.

## 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 Dean salary is higher than the 1st Year Assistant School Leader salary when I become an Assistant School Leader?

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

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

No. Deans and Assistant School Leaders are paid based on their years of experience in the respective administrative position at KIPP SoCal.

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

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

## **Can I continue to earn stipends I receive in my teaching role as a Dean or Assistant School Leader?**

No. Stipends earned while teaching will not continue into your school leadership position. For the full explanation of our stipend policy, please reference the Team Member Handbook.

## **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.

## **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.