

KIPP SOCAL SCHOOL BUSINESS OPERATIONS MANAGER SALARY SCALE

SCHOOL BUSINESS OPERATIONS MANAGER SALARY SCALE (Effective July 1, 2023)

SALARY	YEAR IN POSITION									
	1st	2nd	3rd	4th	5th	6th	7th	8th	9th	10th
	\$85,000	\$89,300	\$92,000	\$93,800	\$98,500	\$100,500	\$102,500	\$104,600	\$109,800	\$112,000

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 the School Business Operations Manager position begins in the 1st year on the 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.

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Does School Operations experience at another organization count towards the salary scale?

Possibly. Comparable managerial experience in school operations will be considered by the KIPP SoCal Talent Team toward placement on the salary scale for Business Operations Manager.

The maximum amount of equivalent managerial experience in school operations that could be counted on our scale is up to 3 years.

The Talent Team will use the roles and responsibilities listed in the Business Operations Manager job description to assess equivalent experience.

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.

Will I receive a salary differential for advanced degrees or any other credentials?

No. School Business Operations Managers are paid based on their years of experience in the position at KIPP SoCal and do not receive additional salary differentials for other qualifications.

Am I eligible for a merit based raise as a Business Operations Manager?

No. The salary scale sets all salaries for Business Operations Managers based on the number of years they are in the respective position.

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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.