



**KIPP**  **SoCal**  
PUBLIC SCHOOLS



# Student Services Compensation 2024-25

Honoring Your  
Commitment to Students

**KIPP** SoCal  
PUBLIC SCHOOLS

# ● We Value You and Want ● You to Thrive Here

- With your expert support services, students develop and thrive
  - Pay Scales recognize your expertise and dedication
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# Compensation and Anti-Racism

Our compensation policies, practices, and structures are designed to reflect and uphold our [Anti-Racism Standards](#):

- Equitable Resource Allocation (Standard 1.3B): We diligently consider power and privilege in the allocation of resources, which includes our compensation practices. By doing so, we aim to rectify historical marginalization and ensure equitable pay for all Team Members.
  - Transparent Communication (Standard 4.2H): Our compensation framework is communicated clearly and transparently to all Team Members so that every individual understands their compensation and how it relates to their role, and promoting a culture of trust and integrity.
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# KIPP SoCal's Compensation Philosophy

Compensation at KIPP SoCal reflects the immense value our Team Members bring to our mission. Our approach balances market alignment, internal equity, and performance within budget realities.

We emphasize:

- Purpose and Passion
  - Longevity and Growth
  - Holistic Rewards
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# Pay is Highly Competitive

**Average \$10,500 / 12.4% Growth from Current Scale**

**+Pay Increases**  
each year

**+\$2k-\$6K**  
for additional qualifications



- Student Services Salaries Increase
- \$14,000-\$18,000 in the First 5 Years

Example Salary Trajectory for a KIPP SoCal Team Member					
	Year 1	Year 2	Year 3	Year 4	Year 5
Adaptive PE Teacher, RN, OT, SLP	\$98,000	\$102,000 +4.1%	\$106,000 +3.9%	\$110,000 +3.8%	\$114,000 +3.6%
Psychologist, Behavioral Specialist	\$90,000	\$93,500 +3.9%	\$97,000 +3.7%	\$100,500 +3.6%	\$104,000 +3.5%
Counselor	\$83,000	\$86,500 +4.2%	\$90,000 +4.1%	\$93,500 +3.9%	\$97,000 +3.7%
Plus differential specific to the role <b>+\$2,000</b>					

# Competitive Pay For a Long Student Services Career

		Years of Experience at KIPP SoCal →									
		1	2	3	4	5	6	7	8	9	10
GROUP	SS1	\$66,000	\$66,500	\$67,000	\$68,000	\$70,000	\$71,000	\$72,000	\$73,000	\$74,000	\$75,000
	SS2	\$83,000	\$86,500	\$90,000	\$93,500	\$97,000	\$98,000	\$99,000	\$100,000	\$101,000	\$102,000
	SS3	\$90,000	\$93,500	\$97,000	\$100,500	\$104,000	\$105,000	\$106,000	\$107,000	\$108,000	\$109,000
	SS4	\$98,000	\$102,000	\$106,000	\$110,000	\$114,000	\$115,000	\$116,000	\$117,000	\$118,000	\$119,000

Salaries increase \$1,000 every year after Year 10.

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# Groups

- **Group SS1:** Occupational Therapy Assistant, Speech and Language Pathology Assistant
  - **Group SS2:** Counselor
  - **Group SS3:** Behavioral Specialist, Psychologist
  - **Group SS4:** Adapted PE Teacher, Registered Nurse, Occupational Therapist, Speech and Language Pathologist
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# Differentials

Team Members may receive ONE of the differentials below:

- Counselors: **\$2,000** for LCSW, LPPC or LMFT licensure.
- Behavior Specialists: **\$2,000** for BCBA or California Preliminary/Clear Credential
- SLP: **\$2,000** for 2 years CCC + Speech Language Pathology Assistant supervision
- OT: **\$2,000** for 2 years Occupational Therapist + Certified Occupational Therapy Assistant supervision



# Wellbeing for Life: Comprehensive Benefits Package

- Top-tier health, dental, vision, disability, life insurance and retirement plans to care for you and your family
  - Ongoing professional development and training tailored to help you excel and achieve great things
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# Medical and Mental Health

- **Medical:** 2 HMO plans with Anthem with no monthly premium cost for employee-only coverage; 1 PPO plan with Anthem & 1 DHMO plan with Kaiser Permanente
- **Telemedicine:** Free access to 24/7 doctors and medical providers
- **Dental:** Guardian Dental PPO
- **Vision:** VSP
- **Flexible Spending Account** services through WEX
- **Employee Assistance Programs (EAP)** through Guardian & Curalinc, with free counseling sessions for the whole family



# Professional Development

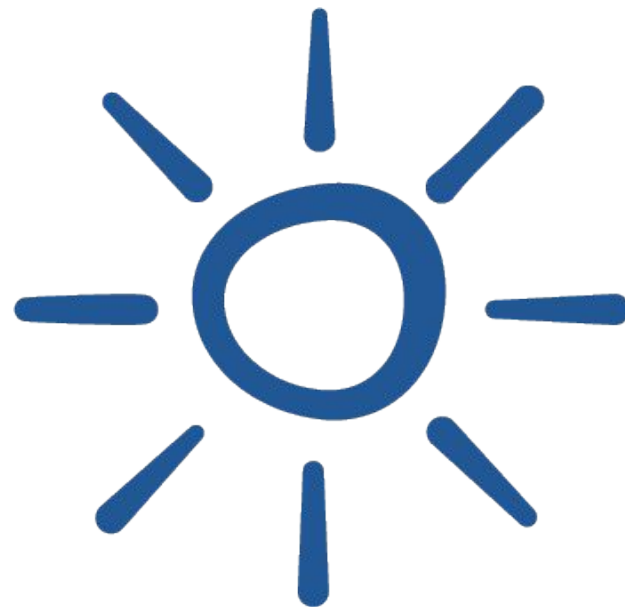
- **Counselors:** licensure supervision, monthly PDs and monthly mini-workshops
- **Specialized Services:** CEUs, monthly PDs, quarterly team collaboration meetings, supervision towards licensure
- **Psych & Behavior:** CEUs for those with BCBA, monthly team collaboration meetings, access to trainings from COP
- **Growth:** In the past 5 years, all leadership positions were filled internally





# Retirement, Financial Health & Insurance

- **401K plan** with employer match at 2% Year 1; up to 6% in Year 4
- **CalSTRS/PERS** at LA Prep & Endeavor
- Basic **Life and AD&D** coverage
- Voluntary plans including Supplemental Life Insurance, Disability, Critical Illness, Hospital Indemnity, Accident, Pet
- Assistance navigating and **reducing student loan debt**





# Paid Time Off

- 10 days of Paid Time Off
- Approx. 30 days of breaks and holidays throughout the school year
- 7 weeks of paid summer break
- 6 weeks 100% paid parental leave



# ● Our Team Members, Our Strength: ● Investing in You



## **We Pay Competitively.**

Our Team Members are paid competitively for their role. Earnings increase quickly as they build their careers with KIPP SoCal



## **We Value Longevity.**

Pay continues to grow with each additional year of experience



## **We Develop You.**

Team Members receive differentiated coaching and support to help them grow and develop their craft

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**You are welcomed  
and valued for  
your whole self**



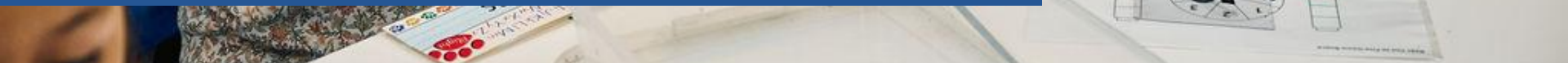


**Your work changes lives  
every single day**





**You are part of a movement  
bigger than any one person**





# Teaching at KIPP SoCal means growth, fulfillment and love





# Student Services Salary Scale Glossary

## **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. Team Members progress to the next step on their respective pay scale on July 1st if they have been in the role since January 14.

Years of experience in the assistant role do not count towards years of experience in the lead role. (e.g., SLPA years do not count towards SLP years).

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# Student Services Salary Scale Glossary

## Salary Differential

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).

Meeting the requirement in the appropriate student service function qualifies you for the differential (i.e. LCSW for counselors, CCC + SLPA for speech & language pathologists, and OT + COTA for occupational therapists).

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 Team Member's compensation retroactive to the day the qualification was obtained, but no earlier than July 1st of the current fiscal year.

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# Frequently Asked Questions

## **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 will go into effect on July 1, 2024 for the 2024-25 school year. Team Members progress to the next step on their respective pay scale on July 1st if they have been in the role since January 14.

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# Frequently Asked Questions

## **How often will this salary scale be updated?**

KIPP SoCal is committed to reviewing the salary scale every 2-3 years.

## **Does KIPP SoCal reward years of experience at other KIPP regions?**

No. While we value work in other KIPP regions, our primary focus is rewarding service at KIPP SoCal schools.

## **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 \$1,000 increase.

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# Frequently Asked Questions

## **Why do the student services salaries only go up by \$1,000 per step after step 5?**

At KIPP SoCal, we strive to provide a compensation structure that is both competitive and sustainable.

The first five steps of the scale include significant annual increases, aligning with industry standards. While some institutions choose to freeze salaries after Year 5 or provide minimal increases at longer intervals, KIPP SoCal commits to annual step increases. These increases, though smaller, are part of our continuous effort to value and invest in our Team Members. Additionally, we review our entire salary scale every two to three years to ensure our compensation remains competitive.

Every increase is important to our Team Members, and we believe this approach strikes a fair balance between rewarding experience and maintaining the financial stability necessary to sustain our programs and services.

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**WITH  
GRATITUDE**

The KIPP SoCal logo is located in the bottom right corner, featuring a large yellow and white circular graphic behind the text.

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