

# KIPP NORTHERN CALIFORNIA TEACHER COMPENSATION



KIPP Northern California strives to cultivate an experienced and representative team of teachers and leaders that reflect our student community in order to prepare students with the skills and confidence to pursue the paths they choose—college, career, and beyond. We believe that teachers staying with KIPP Northern California over time is a crucial factor in creating stronger outcomes for students.

Our tenure-based salary scale is a “step and ladder” approach, where we pay on a step scale (total years of teaching experience) and on a ladder scale (for years of teaching with KIPP Northern California). Our scale results in a recurring increase in salary for teachers, which gets larger the longer a teacher stays at KIPP Northern California. This annual salary bump is coupled with a robust and competitive benefits package that promotes the well-being of our team and their families.

## BENEFITS

KIPP offers a competitive salary, as well as a comprehensive benefits package, including medical, dental, vision, and transportation benefits. In addition to other benefits, we offer:

- We cover 100% of the employee’s medical, vision, dental plans we also cover 50% of dependents’ medical, vision, dental plans. KIPP recognizes same-sex domestic partnerships
- We match your 401k contributions up to 4% of your eligible compensation per plan year
- We provide company-paid life Insurance at 1x your annual salary and long-term disability insurance at 60% of annual salary
- Flexible Spending Account (FSA) pre-tax benefits for health, dependent care, and commute costs
- Mental health and wellness support, including free therapy, is offered to all staff and dependents.

### Questions?

Contact the KIPP Talent Team  
[kipnorcal.org/teachers](http://kipnorcal.org/teachers)  
[teach@kipnorcal.org](mailto:teach@kipnorcal.org)

**KIPP:Public Schools**  
NORTHERN CALIFORNIA

# 2024-25 SCHOOL YEAR TEACHER SALARY SCALE\*

## BAY AREA SCHOOLS

YEARS OF TEACHING EXPERIENCE	YEARS TEACHING AT KIPP NORCAL					YEARS OF TEACHING EXPERIENCE	YEARS TEACHING AT KIPP NORCAL				
	1	2	3-4	5-9	10+		1	2	3-4	5-9	10+
1	\$65,050					16		\$97,210	\$101,647	\$104,594	\$107,523
2	\$66,026	\$67,016				17			\$103,171	\$106,163	\$109,136
3	\$75,000	\$80,103	\$83,759			18			\$104,719	\$107,756	\$110,772
4	\$76,125	\$81,305	\$85,015			19				\$109,372	\$112,434
5	\$77,267	\$82,525	\$86,290	\$88,794		20				\$111,012	\$114,121
6	\$78,426	\$83,763	\$87,585	\$90,125		21				\$112,677	\$115,833
7	\$79,602	\$85,020	\$88,899	\$91,477		22				\$114,367	\$117,570
8	\$80,796	\$86,295	\$90,233	\$92,849		23				\$116,083	\$119,334
9	\$82,008	\$87,589	\$91,587	\$94,243		24					\$121,124
10	\$83,238	\$88,902	\$92,960	\$95,655	\$98,334	25					\$122,941
11	\$84,487	\$90,236	\$94,354	\$97,091	\$99,809	26					\$124,785
12	\$85,754	\$91,590	\$95,769	\$98,547	\$101,307	27					\$126,657
13	\$87,041	\$92,963	\$97,206	\$100,025	\$102,826	28					\$128,556
14	\$88,346	\$94,358	\$98,664	\$101,525	\$104,368	29					\$130,485
15	\$89,671	\$95,774	\$100,144	\$103,048	\$105,934	30					\$132,442

\*Includes Core Teachers, Elective Teachers, College Counselors, and SpEd Education Specialists

\*Incoming experience is capped at Step 15. The most that a new hire will earn in SY 2024-25 is \$89,671

### Year(s) of teaching experience

A year of teaching is defined as a full school year (or at least 8 continuous months) in any of the following settings: years as a lead teacher of record in K-16 settings, K-16 experience where an individual was assigned the lead responsibility and accountability for a student's learning in a subject or course (i.e. planning curriculum and giving grades), years spent as an administrator supervising teachers (e.g. dean, assistant principal, principal), years as a teacher coach, and years leading/developing/administering professional development for educators. This does not include years spent as an instructional aide, student teacher, substitute teacher, college advisor outside a school setting, education roles not directly related to instruction and learning (ex: school operations), or roles that are not designated "teacher of record" and in which the classroom was supervised by another lead teacher.

### Years teaching at KIPP NorCal

A full school year (or at least 8 continuous months) meeting the same criteria as above while working at a KIPP Northern California school.