



There are six (6) specific components to our compensation plan:

CERTIFICATED COMPENSATION

Base Pay	Health Benefits	Pension Match
Wellness Supplement	Professional Development	Achievement Stipend

BASE PAY			
Step	Level I	Level II	Lead*
1	\$54,459		
2	\$55,549		
3	\$56,660	\$58,218	
4	\$57,793	\$59,382	\$65,320
5	\$58,949	\$60,570	\$66,627
6	\$60,128	\$61,781	\$67,959
7	\$61,330	\$63,017	\$69,318
8	\$62,557	\$64,277	\$70,705
9	\$63,808	\$65,563	\$72,119
10	\$65,084	\$66,874	\$73,561
11	\$66,386	\$68,211	\$75,033
12	\$67,714	\$69,576	\$76,533
13	\$69,068	\$70,967	\$78,064
14	\$70,449	\$72,387	\$79,625
15	\$71,858	\$73,834	\$81,218
16	\$73,295	\$75,311	\$82,842
17	\$74,761	\$76,817	\$84,499
18	\$76,256	\$78,353	\$86,189
19	\$77,782	\$79,921	\$87,913
20	\$79,337	\$81,519	\$89,671
21	\$80,924	\$83,149	\$91,464
22	\$82,542	\$84,812	\$93,294
23	\$84,193	\$86,509	\$95,159
24	\$85,877	\$88,239	\$97,063
25	\$87,595	\$90,004	\$99,004

Add \$1,000 to base pay for Masters or Doctorate degree

LEADERSHIP LEVELS

LEVEL II	LEAD
<p>Staff must meet all the following criteria to be considered for Level II placement:</p> <ul style="list-style-type: none"> ● At least two (2) years of exemplary evaluations ● Successful student academic performance (growth and mastery) as measured by CAASPP, iReady, or other local measures ● Successful leadership of at least one (1) school committee ● Attendance at all major school events (Back to School, Open House, Collegiate Awards) 	<p>Staff who have at least one year of successful Level II experience may apply to become a Lead Teacher. Lead Teacher responsibilities include:</p> <ul style="list-style-type: none"> ● Modeling and co-teaching lessons ● Partnering with administrators to develop and facilitate professional development ● Overseeing school-wide character education, including awards and classroom implementation ● Analyzing data to develop school goals and action plans, and monitor progress throughout the year ● Supporting attendance and truancy programs

HEALTH BENEFITS

Medical, dental, and vision coverage	100% of employee monthly premiums covered	6 weeks paid parental leave	Short term disability leave	\$50,000 employer-paid life insurance
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PENSION MATCH

SP will match **up to 3%** of a full-time certificated employee's annual salary into the Pension 2 Plan of the employee's choice, provided they are employed full-time and in the CalSTRS retirement system.

WELLNESS SUPPLEMENT

Up to \$300 in funds will be reimbursed for athletic competitions, fitness/exercise classes, and active health club memberships. Requests must be submitted in writing to Human Resources.

PROFESSIONAL DEVELOPMENT

Teachers will be able to attend virtual and in-person PD sessions in addition to school-based offerings. All trainings must be approved in advance.

Teachers will be able to complete Induction through the San Diego County Office of Education. The cost to teachers is **\$1,000 annually** and will be reimbursed in the following school year.

ACHIEVEMENT STIPEND

SCHOOLWIDE ACHIEVEMENT

All full-time employees will be eligible for **up to \$1,500** in stipends for achieving schoolwide student performance goals and/or schoolwide recognition. Examples of school recognition include, but are not limited to: state and/or national school award(s), district/county performance ranking, and/or charter renewal.

INDIVIDUAL ACHIEVEMENT

Classroom teachers will be eligible for **up to \$4,000** in stipends for achieving their student academic performance goals. Examples of performance goals include, but are not limited to: CAASPP growth and mastery goals, iReady growth and mastery goals.

Reach higher. Dream bigger.

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