



Career Pathways Guide

Get an inside glimpse into how we recognize, reward, and support our LSC teachers.

Salary

A teacher's salary is determined based upon years of experience in the field. LSC also offers additional compensation for those who hold advanced degrees or possess niche certifications such as special education, bilingual, or ESL certifications. These additional opportunities are based on qualifications, positions held, and are subject to change upon notice.

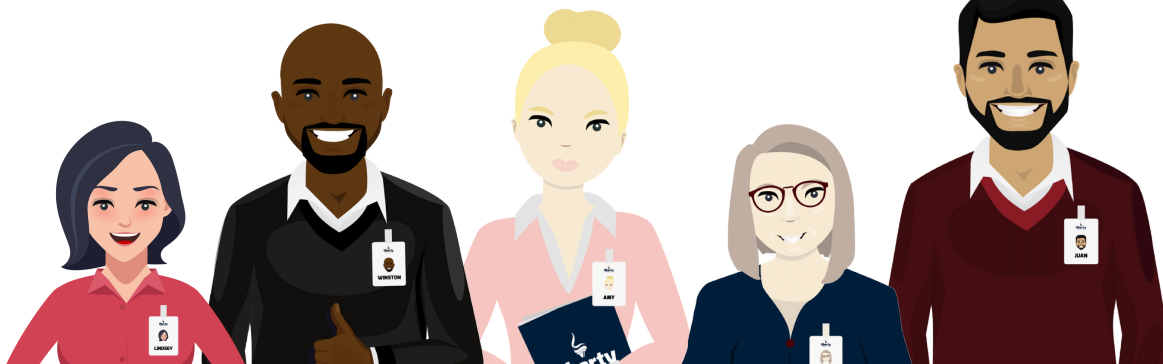
Years of Experience	Salary Range
0-5	\$40,000 - 42,500
6-10	\$44,000 - 48,500
11-20	\$50,000 - 55,500
21-35	\$57,000 - 69,000

Stipends

We offer academic stipends for all eligible, salaried instructional staff. This is offered based upon an identification of need and a completion of certifications, curriculum advancements, participation in campus activities or athletics, or sponsorship in school clubs.

Bonus Opportunities

We like to commend our teachers for going above and beyond for our team and scholars. We offer bonus opportunities through tuition reimbursement, stay bonuses, participation in extra duties or tutoring, maintaining perfect attendance records, professional development, scholar achievement bonuses, and yearly performance bonuses.



Now, you'll meet several teachers at different stages in their careers and peek into how they could advance through opportunities provided by LSC and the action plans developed to ensure their continued success.








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Meet Juan

In just the first year of his teaching career and at LSC, Juan received an attendance bonus for his commitment to being in the classroom all year. While Juan was able to motivate his scholars to participate, there is room for improvement in the delivery of his assignments and the management of his classroom. Since Juan was able to tutor, he received additional income. His focus in professional development was learning pathways and clarity with instructional delivery.



Juan's Compensation Report Card

	1st year at LSC & as a teacher	\$40,000 Base Pay
	98% attendance for the school year	\$1,000
	Yearly performance bonus 1 indicator met	\$1,000
	ESL stipend	\$1,000
	Tutoring \$20-25 per hour for one year	\$500
Total Compensation		\$43,500

Juan's Plan










After Juan's review, he and his manager reviewed his schedule and allotted time to observe other successful teachers in instructional delivery and classroom management. He also wants to become more involved in school activities and looks forward to sponsoring a club.



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Meet Amy

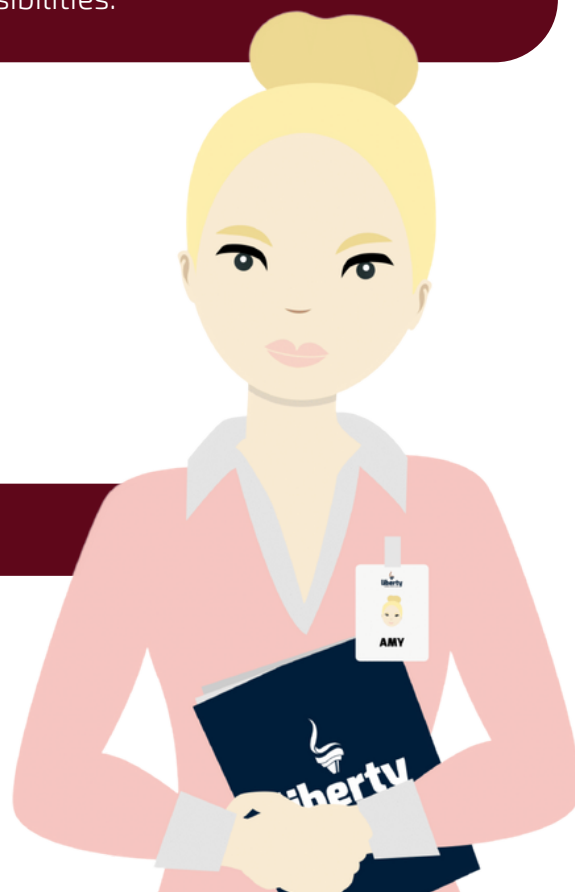
Amy's Compensation Report Card

	1st year at LSC & 5th year as a teacher	\$42,500 Base Pay
	Additional compensation for advanced degrees	\$1,500
	98% attendance for the school year	\$1,000
	Professional development stipend	\$500
	Yearly performance bonus All indicators met	\$3,500
	Grade team leader stipend	\$2,000
	Tutoring \$20-25 per hour for one year	\$1,000
	Scholar achievement bonus 1 prep	\$1,000
	Tuition reimbursement	\$5,000
Total Compensation		\$58,000

Before the start of the year, Amy celebrated graduating from the master's program, allowing her to receive additional compensation. In her yearly performance review, Amy was commended on engaging her scholars in challenging lessons while also encouraging their families to provide at-home support. This resulted in her scholar's test score meeting the success indexes at the state level. She was rewarded for this achievement through her performance bonus and by being recognized amongst her peers at a team celebration. She was also commended in her review for her participation in school activities while juggling all her other responsibilities.

Amy's Plan

Next year, Amy will mentor other teachers by demonstrating leadership and sharing ways to strategize scholar-parent engagement. She has hopes to join the school advisory council and become more involved with education reform.











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Meet Winston

This year Winston earned a bonus for his commitment to the classroom, celebrating his 10th-year as an LSC teacher. Winston was also commended for his dedication to his team. He always helps other teachers find ways to challenge their scholars or encourages scholars who show gifts and talents beyond their grade level. And while his advanced degrees and experience enable him to create challenging lessons, they can sometimes be complex for the grade level he is currently teaching.



Winston's Compensation Report Card

 10th year at LSC & as a teacher	\$48,500 Base Pay
 Additional compensation for advanced degrees	\$1,500
 Yearly performance bonus 2 indicators met	\$2,500
 Grade team leader stipend	\$2,000
 Scholar achievement bonus 2 preps	\$1,000
 Stay bonus	\$10,000
Total Compensation	\$65,500

Winston's Plan











A new position in the middle school has come open, and Winston, along with his manager, has decided that it would be a perfect time for him to transition to the middle school. This new position will allow him to utilize his skills and training more effectively while ensuring these challenging lessons are well-received by the appropriate age group.



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Meet Teresa

Teresa's Compensation Report Card

 5th year at LSC & 20th year as a teacher	\$55,500 Base Pay
 Additional compensation for advanced degrees	\$1,500
 98% attendance for the school year	\$1,000
 Professional development stipend	\$1,000
 Yearly performance bonus 4 indicators met	\$7,500
 STEM teacher stipend	\$1,500
 Tutoring \$20-25 per hour for one year	\$500
 Scholar achievement bonus 1 prep	\$500
 Tuition reimbursement	\$2,500
 Stay bonus	\$5,000
Total Compensation	\$76,550

Teresa is a confident and well-trained teacher that always has exceptional scholar engagement, above-average overall test scores, and positive parent feedback. Despite being in her 20th year, she participates in professional development, educational and skills-based training. LSC will continue to invest in her career and reward her for these achievements. This has not only made her a more qualified, skilled teacher resulting in her feeling empowered and successful, but also our scholars benefited, becoming more well-rounded scholars. She is passionate about her scholar's and teammate's success and is committed to the classroom and to LSC, always looking for ways to improve.

Teresa's Plan

Teresa has just recently completed another specialized degree that will allow her to target individual scholars who may be falling behind. She will continue to remain involved in teacher and scholar development.








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Meet Lindsey

Lindsey has an Associate in Arts degree and has just finished her second year as the Primary Academy Teaching Fellow. In her role, she assists the lead teacher in achieving off-the-chart record achievement of our scholars while also working with small groups to close learning gaps. As a result, she received a bonus for her ability to close math gaps with her cohort of scholars. Through this opportunity, she received professional development and was offered a promotion to transition into the role of Lead Teacher next year.



Lindsey's Compensation Report Card

	2nd year as an LSC Fellow	\$27,500 Base Pay
	Professional development	-
	Job promotion	-
	Performance bonus	\$500
Total Compensation		\$28,000

Lindsey's Plan

Over the summer, Lindsey will complete our New Teacher Academy and upon completion, will be promoted to Lead Teacher. Due to her promotion, Lindsey will be eligible to receive other bonus opportunities, continued professional development, and because years of experience as a Teaching Fellows counts as .5 years of teaching experience, she will begin with a year 2 Lead Teacher salary of \$40,500.