



Benefits and Salary Schedule Information – 2016/2017

Instructional Salary Schedule – 2015/16 to Present

Step	Years	Salary
1	0	\$47,277
2	1	\$49,027
3	2	\$50,906
4	3	\$52,785
5	4	\$54,664
6	5	\$56,543
7	6	\$58,422
8	7	\$60,301
9	8	\$62,221
10	9	\$64,184

Master's Degree: \$775 stipend annually. Degree must have been awarded by a regionally accredited university.

Doctorate Degree: \$1,000 stipend annually. Degree must have been awarded by a regionally accredited university. An employee with a master's degree and a doctorate degree shall only receive the stipend for the latter.

Benefits

Mandatory benefits, such as sick leave/Paid Time Off (PTO), workers compensation, unemployment insurance, Medicare, and social security (for non-CalSTRS members) are provided by the Charter School in accordance with all applicable laws. Part-time employees have access to purchase life, health, dental, and vision plans among others. Upon hiring, the principal ensures that each employee is set up to receive benefits including but not limited to retirement, STRS, social security and health insurance as applicable by employee type and full- or part-time status.

Retirement

Certificated employees with creditable assignments (e.g. principal, assistant principal, and faculty) do not receive social security benefits, but instead receive California State Teachers Retirement System (CalSTRS) benefits. Non-CalSTRS eligible and classified employees receive social security benefits. The Charter School provides contributions for benefits such as: life, health, dental, vision, and related to full-time employees.

All full-time certificated employees who are eligible participate in the State Teachers Retirement System (CalSTRS). Employees contribute the required percentage, and the Charter School contributes the required employer's portion. Withholdings from employees and the Charter School are forwarded to the CalSTRS fund as required. LAAE submits retirement data through LACOE and complies with all policies and procedures for payroll reporting. Employees accumulate service credit years in the same manner as all other members of CalSTRS. Social Security payments will be contributed for all non-certificated employees in accordance to Federal and State laws. Full-time classified employees may elect to participate in 403b or similar plans.