

LAYC Career Academy

2024-2025 Compensation Program

At LAYC Career Academy PCS, we prioritize creating and upholding a compensation and benefits system that aids in the recruitment and retention of a diverse and skilled team. After extensive collaboration and consideration of staff input, we have established a compensation framework centered on principles of equity, transparency, and recognizing tenure at LAYCCA. This approach aligns closely with our organizational values and is geared towards fostering the continued growth and retention of our valued staff members.

Compensation Philosophy

LAYCCA is committed to compensation practices that support our ability to recruit and retain a diverse and talented team. Our compensation guiding principles are:

Value	Descriptor
Equitable Pay 	LAYCCA is committed to the recruitment and retention of a diverse staff community and we believe equity is central to our mission as an organization. Systemic inequities are often reflected in compensation and we believe our institution and culture should reflect the world we hope to create. As such, structures, processes, and checks are in place to ensure that compensation practices are equitable by function and staff demographics such that we are not perpetuating systems of inequity within our own institution.
Transparency 	Staff are clear on how compensation decisions are made, including the processes for generating initial salary offers and opportunities to increase their compensation during their tenure at LAYCCA. Processes and policies are clearly communicated, simple to understand, and accessible to staff members. By providing a clear line of sight into the compensation system, we can provide staff members with a level of transparency and predictability for their futures.
Rewards Longevity at LAYCCA 	We know staff continuity over time offers a degree of strength and stability to our organization and meaningful relationships that are essential to the student experience. Maintaining a diverse community and a personal, nurturing culture is essential to our mission. As such we aim to reward year-over-year retention at LAYCCA because it has a strong impact on our student experience and staff culture.

A Note on Market Competitiveness and Minimum Salary Threshold

Market Competitiveness: We aim to balance market competitiveness with long-term fiscal sustainability, ensuring our ability to serve our students and community effectively for years to come. We strive to match the market for small (1-2 site) charter organizations in the Washington D.C. region. Our salary structure is benchmarked every two to three years to inform adjustments given changes in cost of living and market comparisons.

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Minimum Salary Threshold: A Minimum Salary Threshold (MST) establishes a baseline wage for full-time employees within an organization. At LAYCCA, we desire to pay all staff members a living wage, determined by the [MIT Living Wage Calculator](#), in line with our commitment to equity. To ensure financial sustainability, we will adopt the living wage floor as our MST. However, if the living wage exceeds the 75th percentile benchmark for a role, we set the MST at \$50,000. This approach ensures all full-time staff can meet their day-to-day expenses (e.g., food, childcare, health insurance, housing, and transportation) while saving for the future. In alignment with our equity commitment, no full-time staff member at LAYCCA will earn below our established minimum threshold.

Instructor Salary Scale

To calculate your base salary, find your location on the salary scale using the guidance below. To calculate your total compensation, add your location on the salary scale to any applicable bonuses, stipends, and benefits you receive.

Step	Base Salary	Step	Base Salary
1	\$66,825.00	16	\$103,100.38
2	\$68,829.75	17	\$105,162.39
3	\$70,894.64	18	\$107,265.64
4	\$73,021.48	19	\$109,410.95
5	\$75,212.13	20	\$111,599.17
6	\$77,468.49	21	\$113,831.16
7	\$79,792.54	22	\$116,107.78
8	\$82,186.32	23	\$118,429.93
9	\$84,651.91	24	\$120,798.53
10	\$87,191.47	25	\$122,610.51
11	\$89,807.21		
12	\$92,501.43		
13	\$95,276.47		
14	\$98,134.77		
15	\$101,078.81		

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Your Placement on the Instructor Salary Scale

LAYCCA scales incorporate prior years of relevant experience. You will be placed on the scale using the years of relevant experience reflected in your resume on file.

Years of Experience (YORE) is defined as one's total "completed years" of experience in previous roles that have a comparable scope and/or responsibilities as one's current role.

Max YORE: the Max YORE prior to LAYCCA is the maximum number of years of relevant experience prior to LAYCCA for which staff will be given credit. LAYCCA recognizes up to 8 completed YORE prior to joining the organization.

Progression Over Time

Year-Over-Year Progression: each year you will progress one step on the step system to account for an additional completed year of relevant experience.

End of Scale: when you reach the end of the step scale, instructors will continue to progress at a rate of 1.5%.

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Years of Experience Explained

What Counts

- K-12 public, private, or faith-based school teacher-of-record experience
- University-level teaching only if listed as teacher-of-record
- Special Education Lead Teacher experience
- Full-time school leadership roles related to instructional leadership (e.g., Principal, Coach, Dean, etc.) count only if **after** at least one full year of teaching
- Overseas experience counts, so long as it meets the above guidelines

Partial years of experience:

- Any teacher-of-record experience that began on or before April 1 will count as one year.
- Every year of prior experience as a Paraprofessional or Student Support Specialist at LAYCCA will count as .5 years of experience toward the instructor role.

What Doesn't Count

- Substitute or long-term substitute experience
- Instructional Assistant, Assistant Teacher, classroom aide, fellow or after-school educator experience
- Paraprofessional or S3 *not* at LAYCCA
- Student-teaching experience
- Daycare, homeschooling, tutoring, independent study experience, afterschool programs, or extended day programs
- College teaching assistant experience
- School or district roles not related to instructional leadership
- Work experience that is not related to education or teaching (e.g., office positions, academic research, sales, retail)

Partial years of experience:

- Any teacher-of-record experience that began April 2nd and after will not count as a year of experience

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Longevity Bonus

The Longevity Bonus is designed to acknowledge and reward sustained tenure at LAYCCA. This bonus aligns with our compensation philosophy, which values staff continuity and its positive impact on our organizational strength, student experience, and staff culture.

Eligibility: All full-time staff members are eligible for the Longevity Bonus based on their years of continuous service at LAYCCA.

Amount & Duration: The Longevity Bonus amounts are as follows:

- 5 years: \$3,000
- 10 years: \$5,500
- 15 years: \$7,500
- 20 years: \$10,000

The Longevity Bonus will be paid out in the first paycheck of the subsequent year following the completion of the specified tenure milestone. *ie. Upon completing 5 years of service, a staff member will receive a bonus of \$3,000 in their first paycheck of their 6th year.*

Updating Your Information on File

If you would like to submit a more updated resume and/or request a review of your 2024-25 salary, please follow the process below:

- Submit an email request to: Your immediate supervisor, cc: Nicole@laycca.org
- Email should include:
 - Updated resume
 - Explanation for the basis of salary review

The window for submission is between May 01, 2024 - May 10, 2024

Updated information will be reviewed on a rolling basis, but all staff will hear back no later than May 17, 2024. Should your placement on the scale get updated, you will be issued a new offer letter. If you have any additional questions, please reach out to your supervisor.