



# Downtown College Prep

## Teacher Compensation

### DCP Entry Scale

#### 2023-2024

Year	Salary
1	\$68,494
2	\$70,871
3	\$73,247
4	\$75,626
5	\$78,650
6	\$81,796
7	\$85,068
8	\$88,112
9	\$90,240
10	\$92,046
11	\$93,886
12	\$95,764
13	\$97,680
14	\$99,633
15	\$101,625
16	\$103,658
17	\$105,731
18	\$106,787
19	\$107,855
20	\$107,977

### Adders to salary:

\*Advanced degree in subject taught: +\$1000

National Board Certified: +\$1000

\*Masters Stipend also awarded for a Masters in Education or in teaching

### Entry Scale & Pathway Placement Criteria

#### Entry Placement

Teachers new to DCP and anyone rated lower than Emerging Effective are placed on the DCP Entry Scale based on their years of experience. The following year, if they meet the criteria for pathway placement, they are placed on the pathway

#### Pathway Placement Criteria

Emerging Effective or Higher Rating on DCP Evaluation Framework.  
AND  
A Valid California Preliminary or Clear Credential

#### Year 1 of Pathway Placement

Teacher moves to next year on salary scale AND gets corresponding % increase below:

Emerging Effective	Established Effective	Highly Effective
Add 3% of Scale Salary	Add 3.5% of Scale Salary	Add 4% of Scale Salary
<b>Example: if next year is year 5 for the teacher, next year salary = \$78,650 plus the respective pathway %</b>		

#### From Year 2 of Pathway Placement

Emerging Effective	Established Effective	Highly Effective
Add 3.3% of Prior Year Salary	Add 4.3% of Prior Year Salary	Add 5% of Prior Year Salary
<b>Example: if next year is year 7 for the teacher, next year salary = 2022-2023 salary plus the respective pathway %</b>		

**Current Teachers (2022-2023) who are already on Pathways (and as such no longer on the steps) will receive a 3% COLA increase on their 2023-2024 Base Salary in addition to their respective pathway % increase above)**

**Eligible Current Teachers will also receive a longevity stipend as follows:**

Years at DCP	Longevity
3-4	\$2000
5-8	\$3000
9+	\$3500

#### Other Notes:

The Longevity Stipend will be paid in two equal installments in the last pay period of each semester  
No Stipends or Add On's are included in the annual increase calculation  
New teachers will get credit for every full year of experience up through 20 years of experience