



Tierra Pacifica
Charter School
A Public Learning Community

Teacher Salary Schedule

Board Approved October 10, 2023

Tierra Pacifica Charter School

Salary Schedule for 1 FTE as of October 1, 2203

Increase: 3%

Step	< BA +60	BA+60 to < BA+75	BA +75 and greater
1	\$62,201	\$62,413	\$62,625
2	\$62,413	\$62,625	\$62,837
3	\$62,625	\$62,837	\$63,049
4	\$62,837	\$63,049	\$63,262
5	\$63,049	\$63,262	\$63,493
6	\$63,262	\$63,493	\$64,870
7	\$63,493	\$64,870	\$66,248
8	\$64,870	\$66,248	\$67,648
9	\$66,248	\$67,648	\$69,149
10	\$67,648	\$69,149	\$70,650
11	\$69,149	\$70,650	\$72,151
12	\$70,650	\$72,151	\$73,652
13	\$72,151	\$73,652	\$75,154
14	\$73,652	\$75,154	\$76,655
15	\$75,154	\$76,655	\$78,156
16	\$76,655	\$78,156	\$79,657
17	\$78,156	\$79,657	\$81,157
18	\$79,657	\$81,157	\$82,658
19	\$81,157	\$82,658	\$84,159
20	\$82,658	\$84,159	\$85,660
21	\$84,159	\$85,660	\$87,161

Columns are based on semester units

\$2,500 Athletic Director stipend \$2500

\$1,000 Masters stipend for 100% FTE

\$200 Overnight stipend (per night) for limited class field trips

HEALTH AND WELFARE BENEFITS: 15,000 Annual Benefit Package (Prorated for part time employees)

Every unit member (50% FTE or greater) and their eligible dependents and domestic partners shall be provided with a comprehensive health services insurance plan. Tierra Pacifica contributes \$15,000 maximum annually.

Medical Plan Coverage: Medical benefits with CVT, choose either Blue Shield of CA & Kaiser

Dental Plan Coverage: Dental plans are currently available through Delta Dental

Vision Care Coverage: Vision Service Plan is currently the provider for vision care

Life Insurance Coverage: The Standard is the provider for life insurance. The amount of life insurance coverage is determined by a unit member's age. A unit member may purchase additional life insurance.

Voluntary Plan: Flexible Spending Account 125C Tax Shelter (medical or dependent care reimbursement) is available. Additional 403b retirement plan.