



Tierra Pacifica
C H A R T E R S C H O O L
A Public Learning Community

Tierra Pacifica Charter School Teacher Salary Schedule

Board Approved May 28, 2024

Salary Schedule for 1 FTE as of July 1, 2024

Step	<BA +60	BA+60 to <BA+75	BA +75 and greater
1	\$63,445	\$63,661	\$63,878
2	\$63,661	\$63,878	\$64,094
3	\$63,878	\$64,094	\$64,310
4	\$64,094	\$64,310	\$64,527
5	\$64,310	\$64,527	\$64,763
6	\$64,527	\$64,763	\$66,167
7	\$64,763	\$66,167	\$67,573
8	\$66,167	\$67,573	\$69,001
9	\$67,573	\$69,001	\$70,532
10	\$69,001	\$70,532	\$72,063
11	\$70,532	\$72,063	\$73,594
12	\$72,063	\$73,594	\$75,125
13	\$73,594	\$75,125	\$76,657
14	\$75,125	\$76,657	\$78,188
15	\$76,657	\$78,188	\$79,719
16	\$78,188	\$79,719	\$81,250
17	\$79,719	\$81,250	\$82,780
18	\$81,250	\$82,780	\$84,311
19	\$82,780	\$84,311	\$85,842
20	\$84,311	\$85,842	\$87,373
21	\$85,842	\$87,373	\$88,904

Columns are based on semester units. See the other side for Benefits

Salary Stipends:

- **\$2,500** Athletic Director Stipend
- **\$1,000** Master's Degree Stipend (for 1 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)

- **Eligibility:** All unit members working at 50% FTE or greater, along with their eligible dependents and domestic partners, are entitled to a comprehensive health services insurance plan.
- **Tierra Pacifica Contribution:** Tierra Pacifica contributes a maximum of \$15,000 annually towards your health and welfare benefits.

Medical Plan Coverage: Choose between Blue Shield of CA or Kaiser under the CVT (California Voluntary Trustee) plan.

Dental Plan Coverage: Available through Delta Dental.

Vision Care Coverage: Provided by Vision Service Plan (VSP).

Life Insurance Coverage

- **Provider:** The Standard. The coverage amount is based on the unit member's age, with the option to purchase additional coverage.

Additional Voluntary Plans

- **Disability Insurance**
- **Flexible Spending Account (FSA):** 125C Tax Shelter for medical or dependent care reimbursement.
- **Additional 403(b) Retirement Plan** available for additional savings.