



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

Instructional Assistant Salary Schedule

as of July 1, 2026

Step	per hour	daily (8 hours)
1	\$20.50	\$164.00
2	\$20.91	\$167.28
3	\$21.33	\$170.64
4	\$21.76	\$174.08
5	\$22.20	\$177.60
6	\$22.64	\$181.12
7	\$23.09	\$184.72
8	\$23.55	\$188.40
9	\$24.02	\$192.16
10	\$24.50	\$196.00
11	\$24.99	\$199.92
12	\$25.49	\$203.92
13	\$26.00	\$208.00
14	\$26.52	\$212.16
15	\$27.05	\$216.40

Step increases are not guaranteed and are subject to annual approval by the Board of Directors. Any advancement on the salary schedule is contingent upon the financial condition of the school and the Board-approved budget. The Board reserves the right to grant or withhold step increases in any fiscal year.

See the other side for Benefits.

Board approved: 4/15/2026

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):** Section 125 Tax Shelter for medical or dependent care reimbursement.
- **Additional 403(b) Retirement Plan** available for additional savings.