



Credentialed Teacher Stipends

as of July 1, 2026

Duty	Amount	Frequency
<p>CAASPP Coordinator</p> <ul style="list-style-type: none"> Create annual CAASPP testing schedule, gathering feedback and confirming with teachers. Set test window in the CAASPP system, and register all test administrators for their testing affidavits. Send notification of CAASPP testing out to parent and guardian community via Parent Square, noting any opt-outs in CAASPP TOMS system. Facilitate all CAASPP teacher training related to testing, accommodations & scheduling. Upload student accommodations and supports into CAASPP TOMS system before testing window. Monitor student completion data daily, problem-solve and communicate with CAASPP support regarding any site needs or concerns. Organize all tech, SSID cards, headphones, scrap paper and pencils, and any other supplies required for testing. Work with teachers to determine make-ups, follow-through and completion of all student testing within the testing window. Any other CAASPP testing responsibilities. 	<p>\$1,000 per year</p>	<p>Paid monthly</p>
<p>ELPAC Coordinator</p> <ul style="list-style-type: none"> Complete the required training to do the ELPAC testing for students. Regular monitoring of emerging multilingual students to assess required needs and supports, depending on assessed language level. Collaborate with Live Oak data collection regarding Infinite Campus designations and records. Annual ELPAC testing of any eligible students. Recording of that assessment data into the ELPAC system. Coordinate of Redesignation conferences with teachers and parents/guardians annually, when appropriate. Collaborate with Education Specialist regarding any emerging multilingual students with IEPs. 	<p>\$750 per year</p>	<p>Paid monthly</p>
<p>Mentor Teacher to Student Teacher</p> <ul style="list-style-type: none"> Serve as the school site mentor for teachers new to Tierra Pacifica. Set up a routine schedule of support and communication. Help new teachers to navigate Parent Square, progress reporting, field trip organization, curriculum & materials, school behavior norms and expectations, parent relationships, IEPs & 504s, special events, professional development, as 	<p>\$1,500 per year</p>	<p>Paid monthly</p>

<p>needed.</p> <ul style="list-style-type: none"> ● Support new teacher with student behavior, as needed. ● Work with NTP when requested. ● Observe and support in the classroom during the year to give mentor feedback regarding classroom management, instructional strategies and other school-related responsibilities. 		
<p>Coach Stipend</p> <ul style="list-style-type: none"> ● Coach a school-based sports team. 	\$500 per sport	One-time
<p>Masters Stipend</p> <ul style="list-style-type: none"> ● Have confirmation of a master’s degree submitted to HR. 	\$1,000 per year	Paid monthly
<p>Teacher in Charge</p> <ul style="list-style-type: none"> ● Serve as the site administrator for the day when the Director is out. (Substitute teacher will be provided for classroom.) 	\$300 per day	One-time
<p>Athletic Coordinator (this role can be divided by semester/season)</p> <ul style="list-style-type: none"> ● Organize and facilitate the Tierra Pacifica athletic program. ● Reserve facilities, referees, and other requirements necessary for students to engage in the athletics program. Communicate with external resources as needed. ● Hire or find volunteer coaches to coach seasonal sports teams for students. ● Communication with parents and guardians regularly about practices, events, travel and other athletic logistics. ● Collaborate with both Finance and HR before hiring coaches, spending budget. ● Maintain positive relationships with other schools and teams through positive coaching, pro-active intervention and collaboration. 	\$2,500 per year	Paid monthly
<p>Anti-Racist Committee (ARC)</p> <ul style="list-style-type: none"> ● Attend weekly Anti-Racist Committee meetings at least 50% of the time. ● Collaborate with the Director and other school site staff on professional development and collaborative projects. ● Support the PARC when requested (Parent Anti-Racist Committee) ● Facilitate parent education opportunities related to social justice, school-based lessons, etc. ● Support staff with interventions and communication around school expectations for language, behavior, etc. when requested. 	\$500 per year	Paid monthly
<p>Solution Team</p> <ul style="list-style-type: none"> ● Receive training in Solution Team strategies for conflict mediation and support-building among students. ● Apply those strategies to student conflicts and groupings through the year when reported. ● Follow up on resolved conflicts to determine next steps or effectiveness of resolutions. ● Communicate with parents, students and staff as necessary to keep everyone connected about issues occurring on campus. 	\$500 per year	Paid monthly
<p>Overnight Field Trip*</p> <ul style="list-style-type: none"> ● Attend an overnight field trip as a school event with students. 	\$200 per night	One-time

* Overnight field trip stipends are capped at 4 nights per teacher per year, unless approved by the Executive Director in advance.