



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

Hourly Teacher Salary Schedule

as of July 1, 2026

Step	<BA +60	BA+60 to <BA+75	BA +75 and greater
1	\$43.49	\$44.14	\$44.81
2	\$44.14	\$44.81	\$45.48
3	\$44.81	\$45.48	\$46.16
4	\$45.48	\$46.16	\$46.85
5	\$46.16	\$46.85	\$47.55
6	\$46.85	\$47.55	\$48.27
7	\$47.55	\$48.27	\$48.99
8	\$48.27	\$48.99	\$49.73
9	\$48.99	\$49.73	\$50.47
10	\$49.73	\$50.47	\$51.23
11	\$50.47	\$51.23	\$52.00
12	\$51.23	\$52.00	\$52.78
13	\$52.00	\$52.78	\$53.57
14	\$52.78	\$53.57	\$54.37
15	\$53.57	\$54.37	\$55.19
16	\$54.37	\$55.19	\$56.02
17	\$55.19	\$56.02	\$56.86
18	\$56.02	\$56.86	\$57.71
19	\$56.86	\$57.71	\$58.58
20	\$57.71	\$58.58	\$59.60
21	\$58.58	\$59.60	\$60.63

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

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.