



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

Salary Schedule:

Director (Superintendent/Site Principal)

Board Approved October 18, 2023

Row	Column	Salary Rate	Description	Daily
1	A	110,000.00	TP Principal	511.63
1	B	113,300.00	TP Principal	526.98
1	C	117,832.00	TP Principal	548.05
1	D	123,723.60	TP Principal	575.46
1	E	132,384.25	TP Principal	615.74
1	F	145,622.68	TP Principal	677.31

\$1,000 Masters Stipend for 100% Full-Time Equivalent (FTE)

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.