Pacific Charter Institute
2026-2027 School Year
Certificated
Classroom Based & Nonclassroom Based - New Pacific Charter

	BA or CTE Certificate	CLASS II BA + 36	CLASS III BA + 48	CLASS IV BA + 60	CLASS V BA + 72 OR MA
	I	II	III	IV	V
1	$55,880.00	$57,550.00	$59,330.00	$61,100.00	$62,940.00
2	$57,550.00	$59,330.00	$61,100.00	$62,940.00	$64,830.00
3	$59,330.00	$61,100.00	$62,940.00	$64,830.00	$66,780.00
4	$61,100.00	$62,940.00	$64,830.00	$66,780.00	$68,790.00
5	$62,940.00	$64,830.00	$66,780.00	$68,790.00	$70,860.00
6	$64,830.00	$66,780.00	$68,790.00	$70,860.00	$72,990.00
7	$66,780.00	$68,790.00	$70,860.00	$72,990.00	$75,180.00
8	$68,790.00	$70,860.00	$72,990.00	$75,180.00	$77,440.00
9	$70,860.00	$72,990.00	$75,180.00	$77,440.00	$79,770.00
10	$72,990.00	$75,180.00	$77,440.00	$79,770.00	$82,170.00
11	$75,180.00	$77,440.00	$79,770.00	$82,170.00	$84,640.00
12		$79,770.00	$82,170.00	$84,640.00	$87,180.00
13		$82,170.00	$84,640.00	$87,180.00	$89,800.00
14			$87,180.00	$89,800.00	$92,500.00
15			$89,800.00	$92,500.00	$95,280.00
16			$92,500.00	$95,280.00	$98,140.00
17				$98,140.00	$101,090.00
18				$101,090.00	$104,130.00
19				$104,130.00	$107,260.00
20				$107,260.00	$110,480.00
21				$110,480.00	$113,800.00
22				$113,800.00	$117,220.00
23				$117,220.00	$120,740.00
24				$120,740.00	$124,370.00
25				$124,370.00	$128,110.00

	0 [Intern & Emergency Permits	Long Term Sub
1	$57,600.00	$45,120.00
2	$59,300.00	$46,474.00
3	$61,100.00	$47,868.00

Educational Stipends

Masters $1,500.00

Doctorate $3,000.00

Teacher Hourly Rates

Auxiliary $40.63

Longevity

1.0% after 8 years of service
2.0% after 10 years of service
2.5% after 13 years of service
3.0% after 15 years of service
3.5% after 18 years of service
4.0% after 20 years of service
6.0% after 25 years of service
8.0% after 30 years of service

Position Titles: Independent Study Teacher
Independent Study Teacher - High School
Intern & Emergency Permit Teacher
Teacher

Workdays: 188 days

Effective 7/1/2026
Revised 8/12/2026
Board Approved 6/8/2026, 9/3/2026

Pacific Charter Institute
2026-2027 School Year
Certificated Special
Classroom Based & Nonclassroom Based - New Pacific Charter

	BA or CTE Certificate	CLASS II BA + 36	CLASS III BA + 48	CLASS IV BA + 60	CLASS V BA + 72 OR MA
	I	II	III	IV	V
1	$59,330.00	$61,100.00	$62,940.00	$64,830.00	$66,790.00
2	$61,100.00	$62,940.00	$64,830.00	$66,790.00	$68,790.00
3	$62,940.00	$64,830.00	$66,790.00	$68,790.00	$70,860.00
4	$64,830.00	$66,790.00	$68,790.00	$70,860.00	$72,990.00
5	$66,780.00	$68,800.00	$70,860.00	$72,990.00	$75,180.00
6	$68,790.00	$70,870.00	$72,990.00	$75,180.00	$77,440.00
7	$70,860.00	$73,000.00	$75,180.00	$77,440.00	$79,770.00
8	$72,990.00	$75,190.00	$77,440.00	$79,770.00	$82,170.00
9	$75,180.00	$77,450.00	$79,770.00	$82,170.00	$84,640.00
10	$77,440.00	$79,780.00	$82,170.00	$84,640.00	$87,180.00
11	$79,770.00	$82,180.00	$84,640.00	$87,180.00	$89,800.00
12		$84,650.00	$87,180.00	$89,800.00	$92,500.00
13		$87,190.00	$89,800.00	$92,500.00	$95,280.00
14			$92,500.00	$95,280.00	$98,140.00
15			$95,280.00	$98,140.00	$101,090.00
16			$98,140.00	$101,090.00	$104,130.00
17				$104,130.00	$107,260.00
18				$107,260.00	$110,480.00
19				$110,480.00	$113,800.00
20				$113,800.00	$117,220.00
21				$117,220.00	$120,740.00
22				$120,740.00	$124,370.00
23				$124,370.00	$128,110.00
24				$128,110.00	$131,960.00
25				$131,960.00	$135,920.00

	0 [Intern]
1	$61,100.00
2	$62,900.00
3	$64,830.00

Educational Stipends

Masters $1,500.00

Doctorate $3,000.00

Teacher Hourly Rates

Auxiliary/Summer School $47.25

Part-Time Non-Exempt $47.25

Longevity

1.0% after 8 years of service

2.0% after 10 years of service

2.5% after 13 years of service

3.0% after 15 years of service

3.5% after 18 years of service

4.0% after 20 years of service

6.0% after 25 years of service

8.0% after 30 years of service

Position Titles: Education Specialist
Intern Education Specialist
Independent Study Teacher - Lead I

Workdays: 188 days

Effective 7/1/2026
Revised 8/12/2026
Board Approved 6/8/2026, 9/3/2026

Pacific Charter Institute
2026-2027 School Year
Certificated Plus
Classroom Based & Nonclassroom Based - New Pacific Charter

	BA or CTE Certificate	CLASS II BA + 36	CLASS III BA + 48	CLASS IV BA + 60	CLASS V BA + 72 OR MA
	I	II	III	IV	V
1	$60,880.00	$62,760.00	$64,690.00	$66,680.00	$68,740.00
2	$62,760.00	$64,690.00	$66,680.00	$68,740.00	$70,860.00
3	$64,690.00	$66,680.00	$68,740.00	$70,860.00	$72,990.00
4	$66,680.00	$68,740.00	$70,860.00	$72,990.00	$75,180.00
5	$68,740.00	$70,860.00	$72,990.00	$75,180.00	$77,440.00
6	$70,860.00	$72,990.00	$75,180.00	$77,440.00	$79,770.00
7	$72,990.00	$75,180.00	$77,440.00	$79,770.00	$82,170.00
8	$75,180.00	$77,440.00	$79,770.00	$82,170.00	$84,650.00
9	$77,440.00	$79,770.00	$82,170.00	$84,650.00	$87,200.00
10	$79,770.00	$82,170.00	$84,650.00	$87,200.00	$89,820.00
11	$82,170.00	$84,650.00	$87,200.00	$89,820.00	$92,510.00
12	$84,650.00	$87,200.00	$89,820.00	$92,510.00	$95,290.00
13	$87,200.00	$89,820.00	$92,510.00	$95,290.00	$98,150.00
14		$92,510.00	$95,290.00	$98,150.00	$101,100.00
15		$95,290.00	$98,150.00	$101,100.00	$104,140.00
16			$101,100.00	$104,140.00	$107,270.00
17			$104,140.00	$107,270.00	$110,500.00
18			$107,270.00	$110,500.00	$113,820.00
19				$113,820.00	$117,230.00
20				$117,230.00	$120,750.00
21				$120,750.00	$124,380.00
22				$124,380.00	$128,120.00
23				$128,120.00	$131,960.00
24				$131,960.00	$135,930.00
25				$135,930.00	$140,010.00

Educational Stipends

Masters $1,000.00

Doctorate $2,500.00

Teacher Hourly Rates

Auxiliary $47.11

Part-Time Non-Exempt $47.11

Longevity

1.0% after 8 years of service
2.0% after 10 years of service
2.5% after 13 years of service
3.0% after 15 years of service
3.5% after 18 years of service
4.0% after 20 years of service
6.0% after 25 years of service
8.0% after 30 years of service

Position Titles: Independent Study Teacher - Lead II

Workdays: 188 days

Effective 7/1/2026
Board Approved 9/3/2026

Pacific Charter Institute
2026-2027 School Year
Management

	Schedule	Workdays	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029	2029-2030
^	Executive Director/Superintendent	220	$210,019.00	$220,520.00	$231,546.00	$243,146.00	$255,303.00	$293,600.00	$302,408.00	^	^	^

^ To Be Determined and Approved by the Board of Directors

	Schedule	Workdays	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
^^	Senior Director/Assistant Superintendent	220	$246,253.00	$253,869.00	$261,721.00	$269,815.00	$277,910.00	$286,247.00	$294,835.00	$303,680.00	$312,790.00	$322,174.00

^^ May Be Determined and Approved by the Board of Directors in Future School Years

ANNUALIZED SCHEDULE

Lane	Schedule	Workdays	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
101	Management	210	$122,380.00	$126,165.00	$130,067.00	$134,090.00	$138,113.00	$142,256.00	$146,524.00	$150,919.00	$155,447.00	$160,110.00
102	Management	214	$129,723.00	$133,735.00	$137,871.00	$142,135.00	$146,399.00	$150,791.00	$155,315.00	$159,975.00	$164,774.00	$169,717.00
104	Management	214	$145,757.00	$150,265.00	$154,912.00	$159,703.00	$164,494.00	$169,429.00	$174,512.00	$179,748.00	$185,140.00	$190,694.00
105	Management	220	$154,502.00	$159,281.00	$164,207.00	$169,286.00	$174,364.00	$179,595.00	$184,983.00	$190,532.00	$196,248.00	$202,136.00
107	Management	220	$173,599.00	$178,968.00	$184,503.00	$190,209.00	$195,916.00	$201,793.00	$207,847.00	$214,082.00	$220,505.00	$227,120.00

Lane	Certificated Position Titles	Workdays
^	Executive Director/Superintendent	220
^^	Senior Director/Assistant Superintendent *	220
101	Principal *	210
102	Director I *	214
104	Director I - Valley View *	214
105	Director of Education Services	220
	Classified Position Titles	
101	Chief of Staff	220
105	Director of Human Resources	220
107	Chief Business Officer	220
107	Director of Operations	220

School Performance Scale*

3% Increase school rating or maintain high performing rating (Steps 1-9)

8% Achieved High Performing School Rating at Step 10

* Principal or Director must remain in the same position the following SY and will be compensated based on the achieved school performance rating.

Certificated Position Title	Workdays	Rate
Director II *	214	$199,975.00

Educational Stipends

Masters $1,500.00

Doctorate $3,000.00

Longevity

1.0% after 8 years of service

2.0% after 10 years of service

2.5% after 13 years of service

3.0% after 15 years of service

3.5% after 18 years of service

4.0% after 20 years of service

6.0% after 25 years of service

8.0% after 30 years of service

Effective 7/1/2026
Revised 8/12/2026
Board Approved 6/8/2026, 9/3/2026