

TREE OF LIFE INTERNATIONAL CHARTER SCHOOL
Classified Salary Schedules
Hourly Rates 2026-2027
Effective July 1, 2026

Health and Welfare Benefits for employees 6 hpd or more (\$835 per month Employer contribution)

Exception: Addtl CAP for Medical Premium over 5% ACA Wages

Dental and Vision for Employees & Family 4 - 5.99 hrs per day Employer Paid

Instructional Assistant, Parent Liaison, Afterschool, Custodian

Range 1	Step A (Year 1)	Step B (Year 2)	Step C (Year 3)	Step D (Years 4)	Step E (Years 5)	Step F (Years 6)	Step G (Years 7)	Step H (Year 8)	
	19.07	20.02	21.02	22.07	23.18	24.33	25.55	26.83	
	19.55	20.52	21.55	22.62	23.76	24.94	26.19	27.50	Bilingual Stipend 2.5%

Bus Driver/Custodian, Maintenance/Operations Lead, Sch Secretary, Health Clerk, Lead Cook

Range 4	Step A (Year 1)	Step B (Year 2)	Step C (Year 3)	Step D (Years 4)	Step E (Years 5)	Step F (Years 6)	Step G (Years 7)	Step H (Year 8)	
	23.54	24.71	25.95	27.25	28.60	30.03	31.54	33.11	
	24.13	25.33	26.60	27.93	29.32	30.78	32.33	33.94	Bilingual Stipend 2.5%

Program Coordinator -Instructional Specialist, Technology Coordinator

Range 5	Step A (Year 1)	Step B (Year 2)	Step C (Year 3)	Step D (Years 4)	Step E (Years 5)	Step F (Years 6)	Step G (Years 7)	Step H (Year 8)	
	25.50	26.78	28.13	29.52	31.00	32.55	34.18	35.87	
	26.14	27.45	28.83	30.26	31.78	33.36	35.03	36.77	Bilingual Stipend 2.5%

Executive Administrative Assistant, Attendance/Data CALPADS Coordinator

Range 6	Step A (Year 1)	Step B (Year 2)	Step C (Year 3)	Step D (Years 4)	Step E (Years 5)	Step F (Years 6)	Step G (Years 7)	Step H (Year 8)	
	27.92	29.32	30.80	32.33	33.95	35.64	37.42	39.29	
	28.62	30.05	31.57	33.14	34.80	36.53	38.36	40.27	Bilingual Stipend 2.5%

Accountant, Charter School Executive Admin Assistant

Range 3	Step A	Step B	Step C (Year)	Step D	Step E	Step F	Step G	Step H	
	32.17	33.77	35.47	37.24	39.10	41.06	43.11	45.27	
	32.97	34.61	36.36	38.17	40.08	42.09	44.19	46.40	Bilingual Stipend 2.5%

Part-Time Enrichment Instructor (1-3 hrs per week)

Step A	Step B	Step C	Step D
No Degree in content taught	BA/BS in content taught or 3+ yrs working professionally	MA in content taught and 5+ yrs working professionally	Step C + Depending on Experience
36.00	42.00	48.00	59.00

3% COLA Effective 7/1/26

2% COLA Effective 7/1/25

0% COLA Effective 7/1/24

6% COLA Effective 7/1/23

7% COLA Effective 7/1/22

2% COLA Effective 7/1/21

(Approved 6/23/26)

(Approved 6/24/25), (Revised 8-19-25) (Revise 10-21-25)