



Salary / Benefits Information for Teachers

Starting Annual Salary: \$65,000 - [Salary Table](#)

Work Year Calendar: [205 work days](#)

Work Day: 8:00-4:30pm

Pay Schedule: Paid semi-monthly on the 15th and end of the month from August - June over 22 pay periods.

Sick: Accrues 4 hours per pay period for a total of 11 days per year.

Personal Business: May use up to 32 hours of accrued sick hours for personal business

Pension/Retirement: Automatic membership in CalSTRS retirement system: Employee/Employer contribute based on membership type (year enrolled in CalSTRS).

STRS CONTRIBUTION RATES (Defined Benefit)				
EFFECTIVE	EE CLASSIC	ER CLASSIC	EE PEPRA	ER PEPRA
7/1/2024	10.25%	19.10%	10.21%	19.10%
7/1/2025	10.25%	19.10%	10.21%	19.10%

State Disability: Employee pays into California State Disability Insurance

Health Benefits: [2024-2025 Benefits Information Guide](#) (BIG) that details the coverage that GPA offers. GPA covers up to \$1,100 a month for Employee only, \$1,900 a month for Employee + children, \$2,050 a month for Employee + Spouse, and \$2,700 a month for Employee + family. This coverage is effective on your date of hire through August 31, 2025. The new plan year will begin September 1, 2025, and plans/costs may change.

Additional GPA Provided Plans:

1. GPA pays for a short-term disability plan that covers up to 20% of your wages
2. GPA pays for a long-term disability plan that covers up to 60% of your wages
3. GPA pays \$100/month (considered taxable income) to a Lifestyle Spending Account that provides each employee the flexibility to use for approved items. More details in the BIG.