

Choices Charter School				
CREDENTIALLED TEACHER/COUNSELOR				
2025-2026				
Effective July 1, 2025				
STEPS	I	II	III	IV
	BA/Credential + 0-29 Units	BA/Credential + 30 Units or MA	BA/Credntl + 45 Units or MA & 15 Units	BA/Credential + 60 Units or MA + 30 Units
	ANNUAL	ANNUAL	ANNUAL	ANNUAL
1	\$54,419.00	\$56,595.00	\$58,859.00	\$61,213.00
2	\$56,595.00	\$58,859.00	\$61,213.00	\$63,663.00
3	\$58,859.00	\$61,213.00	\$63,663.00	\$66,209.00
4	\$61,213.00	\$63,663.00	\$66,209.00	\$68,857.00
5	\$63,663.00	\$66,209.00	\$68,857.00	\$71,613.00
6	\$66,209.00	\$68,857.00	\$71,613.00	\$74,477.00
7	\$68,857.00	\$71,613.00	\$74,477.00	\$77,455.00
8	\$71,613.00	\$74,477.00	\$77,455.00	\$80,553.00
9	\$74,477.00	\$77,455.00	\$80,553.00	\$83,776.00
10	\$77,455.00	\$80,553.00	\$83,776.00	\$87,126.00
11	\$80,553.00	\$83,776.00	\$87,126.00	\$90,612.00
LONGEVITY INCREMENTS APPLIED TO STEP 11 BASE:				
15*	\$82,165.00	\$85,452.00	\$88,869.00	\$92,425.00
18^	\$83,776.00	\$87,127.00	\$90,612.00	\$94,237.00
20~	\$86,998.00	\$90,478.00	\$94,097.00	\$97,862.00
ANNIVERSARY/LONGEVITY INCREMENTS				
* Two percent (2%) of the teacher's base salary after 14 years completed with CCS/SJUSD.				
^ Four percent (4%) of the teacher's base salary after 17 years completed with CCS/SJUSD.				
~ Eight percent (8%) of the teacher's base salary after 19 years completed with CCS/SJUSD.				
ADDITIONAL INFORMATION				
1. Work year is 180 days for Teacher/Counselor.				
2. October 1 is the annual deadline to turn in units for column placement.				
3. Must work a minimum of one semester for step movement. Step movement occurs July 1 annually.				
4. Board approval date: December 14, 2021, a COLA of 3.55% has been added, retroactive to July 1, 2021				
5. Board approval date: April 23, 2024, salary increase of 10% has been added, retroactive to July 1, 2023				