

Choices Charter School				
CREDENTIALLED TEACHER/COUNSELOR				
2024-2025				
Effective July 1, 2023				
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	\$51,827	\$53,900	\$56,056	\$58,298
2	\$53,900	\$56,056	\$58,298	\$60,631
3	\$56,056	\$58,298	\$60,631	\$53,056
4	\$58,298	\$60,631	\$63,056	\$65,578
5	\$60,631	\$63,056	\$65,578	\$68,202
6	\$63,056	\$65,578	\$68,202	\$70,930
7	\$65,578	\$68,202	\$70,930	\$73,766
8	\$68,202	\$70,930	\$73,766	\$76,717
9	\$70,930	\$73,766	\$76,717	\$79,786
10	\$73,766	\$76,717	\$79,786	\$82,977
11	\$76,717	\$79,786	\$82,977	\$86,297
LONGEVITY INCREMENTS APPLIED TO STEP 11 BASE:				
15*	\$78,252	\$81,382	\$84,637	\$88,023
18^	\$79,786	\$82,978	\$86,297	\$89,749
20~	\$82,855	\$86,169	\$89,616	\$93,201
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				