

Choices Charter School				
NON-TEACHING - CLASSIFIED SCHEDULE C				
2024-2025				
Effective July 1, 2023				
Salary Range	Class Code	Description	Step 1	Step 7
1	4560	Instructional Assistant I	\$2,860	\$3,437
			\$16.50	\$19.83
3	4561	Instructional Assistant II	\$2,860	\$3,611
			\$16.50	\$20.83
6	4510	Clerk	\$2,985	\$3,887
			\$17.22	\$22.43
9	4520	Student Services Representative	\$3,216	\$4,189
			\$18.55	\$24.17
20	4555	Administrative Assistant	\$4,221	\$5,494
			\$24.35	\$31.70
27	4563	Community Outreach Worker	\$5,013	\$6,532
			\$28.92	\$37.69
43	4573	Budget Analyst - Confidential	\$7,441	\$9,690
			\$42.93	\$55.90
ANNIVERSARY/LONGEVITY INCREMENTS				
For credit toward any anniversary/longevity increment, an employee must have worked 75% of each school year.				
1. Two percent (2%) of the base salary after 12 years of completed service with CCS/SJUSD.				
2. Four percent (4%) of the base salary after 15 years of completed service with CCS/SJUSD. (the 4% includes the 12 year increment)				
3. Six percent (6%) of the base salary after 19 years of completed service with CCS/SJUSD. (the 6% includes the 15 year increment)				
4. Board approval date: April 23, 2024, salary increase of 10% has been added, retroactive to July 1, 2023				

Choices Charter School								
SALARY SCHEDULES C NON-TEACHING								
2024-2025								
Effective July 1, 2023								
RANGE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	Monthly	\$2,860	\$2,860	\$2,881	\$3,013	\$3,146	\$3,291	\$3,437
	Hourly	\$16.50	\$16.50	\$16.62	\$17.38	\$18.15	\$18.99	\$19.83
2	Monthly	\$2,860	\$2,860	\$2,954	\$3,087	\$3,227	\$3,373	\$3,524
	Hourly	\$16.50	\$16.50	\$17.04	\$17.81	\$18.62	\$19.46	\$20.33
3	Monthly	\$2,860	\$2,898	\$3,028	\$3,165	\$3,307	\$3,457	\$3,611
	Hourly	\$16.50	\$16.72	\$17.47	\$18.26	\$19.08	\$19.94	\$20.83
4	Monthly	\$2,860	\$2,970	\$3,104	\$3,243	\$3,390	\$3,541	\$3,701
	Hourly	\$16.50	\$17.13	\$17.91	\$18.71	\$19.56	\$20.43	\$21.35
5	Monthly	\$2,959	\$3,094	\$3,234	\$3,379	\$3,530	\$3,690	\$3,856
	Hourly	\$17.07	\$17.85	\$18.66	\$19.49	\$20.37	\$21.29	\$22.25
6	Monthly	\$2,985	\$3,119	\$3,262	\$3,407	\$3,559	\$3,718	\$3,887
	Hourly	\$17.22	\$17.99	\$18.82	\$19.66	\$20.53	\$21.45	\$22.43
7	Monthly	\$3,061	\$3,199	\$3,341	\$3,493	\$3,649	\$3,813	\$3,985
	Hourly	\$17.66	\$18.46	\$19.28	\$20.15	\$21.05	\$22.00	\$22.99
8	Monthly	\$3,139	\$3,277	\$3,425	\$3,581	\$3,742	\$3,910	\$4,085
	Hourly	\$18.11	\$18.91	\$19.76	\$20.66	\$21.59	\$22.56	\$23.57
9	Monthly	\$3,216	\$3,362	\$3,515	\$3,671	\$3,834	\$4,007	\$4,189
	Hourly	\$18.55	\$19.40	\$20.28	\$21.18	\$22.12	\$23.12	\$24.17
10	Monthly	\$3,297	\$3,443	\$3,601	\$3,761	\$3,932	\$4,107	\$4,293
	Hourly	\$19.02	\$19.86	\$20.78	\$21.70	\$22.69	\$23.69	\$24.77
11	Monthly	\$3,379	\$3,529	\$3,689	\$3,855	\$4,029	\$4,211	\$4,402
	Hourly	\$19.49	\$20.36	\$21.28	\$22.24	\$23.24	\$24.29	\$25.40
12	Monthly	\$3,463	\$3,618	\$3,781	\$3,952	\$4,130	\$4,317	\$4,510
	Hourly	\$19.98	\$20.87	\$21.81	\$22.80	\$23.83	\$24.91	\$26.02
13	Monthly	\$3,550	\$3,710	\$3,887	\$4,050	\$4,233	\$4,421	\$4,622
	Hourly	\$20.48	\$21.40	\$22.37	\$23.37	\$24.42	\$25.51	\$26.67
14	Monthly	\$3,638	\$3,801	\$3,974	\$4,152	\$4,339	\$4,534	\$4,739
	Hourly	\$20.99	\$21.93	\$22.93	\$23.95	\$25.03	\$26.16	\$27.34
15	Monthly	\$3,729	\$3,897	\$4,073	\$4,256	\$4,448	\$4,647	\$4,857
	Hourly	\$21.51	\$22.48	\$23.50	\$24.55	\$25.66	\$26.81	\$28.02
16	Monthly	\$3,823	\$3,997	\$4,175	\$4,362	\$4,558	\$4,763	\$4,976
	Hourly	\$22.06	\$23.06	\$24.09	\$25.17	\$26.30	\$27.48	\$28.71
17	Monthly	\$3,919	\$4,096	\$4,278	\$4,472	\$4,674	\$4,883	\$5,104
	Hourly	\$22.61	\$23.63	\$24.68	\$25.80	\$26.97	\$28.17	\$29.45
18	Monthly	\$4,018	\$4,197	\$4,386	\$4,584	\$4,790	\$5,005	\$5,231
	Hourly	\$23.18	\$24.21	\$25.30	\$26.45	\$27.64	\$28.88	\$30.18
19	Monthly	\$4,116	\$4,301	\$4,497	\$4,697	\$4,910	\$5,131	\$5,361
	Hourly	\$23.75	\$24.81	\$25.94	\$27.10	\$28.33	\$29.60	\$30.93
20	Monthly	\$4,221	\$4,409	\$4,608	\$4,816	\$5,032	\$5,260	\$5,494
	Hourly	\$24.35	\$25.44	\$26.59	\$27.79	\$29.03	\$30.35	\$31.70
21	Monthly	\$4,326	\$4,520	\$4,722	\$4,935	\$5,157	\$5,389	\$5,634
	Hourly	\$24.96	\$26.08	\$27.24	\$28.47	\$29.75	\$31.09	\$32.50
22	Monthly	\$4,432	\$4,631	\$4,840	\$5,058	\$5,285	\$5,522	\$5,771
	Hourly	\$25.57	\$26.72	\$27.92	\$29.18	\$30.49	\$31.86	\$33.29

23	Monthly	\$4,546	\$4,749	\$4,963	\$5,186	\$5,419	\$5,662	\$5,917
	Hourly	\$26.23	\$27.40	\$28.63	\$29.92	\$31.26	\$32.67	\$34.14
24	Monthly	\$4,657	\$4,866	\$5,085	\$5,316	\$5,553	\$5,803	\$6,065
	Hourly	\$26.87	\$28.07	\$29.34	\$30.67	\$32.04	\$33.48	\$34.99
25	Monthly	\$4,774	\$4,989	\$5,213	\$5,448	\$5,694	\$5,950	\$6,219
	Hourly	\$27.54	\$28.78	\$30.08	\$31.43	\$32.85	\$34.33	\$35.88
26	Monthly	\$4,891	\$5,112	\$5,343	\$5,582	\$5,833	\$6,097	\$6,372
	Hourly	\$28.22	\$29.49	\$30.82	\$32.20	\$33.65	\$35.18	\$36.76
27	Monthly	\$5,013	\$5,240	\$5,476	\$5,723	\$5,981	\$6,251	\$6,532
	Hourly	\$28.92	\$30.23	\$31.59	\$33.02	\$34.51	\$36.06	\$37.69
28	Monthly	\$5,140	\$5,371	\$5,614	\$5,866	\$6,129	\$6,407	\$6,694
	Hourly	\$29.65	\$30.99	\$32.39	\$33.84	\$35.36	\$36.96	\$38.62
29	Monthly	\$5,268	\$5,507	\$5,756	\$6,014	\$6,285	\$6,569	\$6,863
	Hourly	\$30.39	\$31.77	\$33.21	\$34.70	\$36.26	\$37.90	\$39.59
30	Monthly	\$5,400	\$5,642	\$5,895	\$6,162	\$6,439	\$6,728	\$7,031
	Hourly	\$31.15	\$32.55	\$34.01	\$35.55	\$37.15	\$38.82	\$40.56
31	Monthly	\$5,533	\$5,784	\$6,044	\$6,317	\$6,602	\$6,899	\$7,210
	Hourly	\$31.92	\$33.37	\$34.87	\$36.44	\$38.09	\$39.80	\$41.60
32	Monthly	\$5,673	\$5,928	\$6,195	\$6,474	\$6,764	\$7,068	\$7,386
	Hourly	\$32.73	\$34.20	\$35.74	\$37.35	\$39.02	\$40.78	\$42.61
33	Monthly	\$5,815	\$6,077	\$6,351	\$6,637	\$6,935	\$7,247	\$7,574
	Hourly	\$33.55	\$35.06	\$36.64	\$38.29	\$40.01	\$41.81	\$43.70
34	Monthly	\$5,960	\$6,229	\$6,510	\$6,803	\$7,110	\$7,429	\$7,763
	Hourly	\$34.39	\$35.94	\$37.56	\$39.25	\$41.02	\$42.86	\$44.79
35	Monthly	\$6,109	\$6,385	\$6,671	\$6,971	\$7,285	\$7,612	\$7,956
	Hourly	\$35.24	\$36.84	\$38.49	\$40.22	\$42.03	\$43.92	\$45.90
36	Monthly	\$6,263	\$6,543	\$6,838	\$7,147	\$7,467	\$7,803	\$8,154
	Hourly	\$36.13	\$37.75	\$39.45	\$41.23	\$43.08	\$45.02	\$47.04
37	Monthly	\$6,419	\$6,708	\$7,010	\$7,326	\$7,655	\$7,999	\$8,359
	Hourly	\$37.03	\$38.70	\$40.44	\$42.27	\$44.16	\$46.15	\$48.23
38	Monthly	\$6,578	\$6,874	\$7,185	\$7,506	\$7,842	\$8,197	\$8,566
	Hourly	\$37.95	\$39.66	\$41.45	\$43.30	\$45.24	\$47.29	\$49.42
39	Monthly	\$6,743	\$7,047	\$7,363	\$7,696	\$8,044	\$8,522	\$8,784
	Hourly	\$38.90	\$40.66	\$42.48	\$44.40	\$46.41	\$49.17	\$50.68
40	Monthly	\$6,912	\$7,223	\$7,548	\$7,887	\$8,242	\$8,612	\$9,000
	Hourly	\$39.88	\$41.67	\$43.55	\$45.50	\$47.55	\$49.69	\$51.92
41	Monthly	\$7,083	\$7,401	\$7,735	\$8,083	\$8,446	\$8,826	\$9,223
	Hourly	\$40.86	\$42.70	\$44.63	\$46.63	\$48.73	\$50.92	\$53.21
42	Monthly	\$7,258	\$7,586	\$7,928	\$8,283	\$8,657	\$9,047	\$9,455
	Hourly	\$41.87	\$43.77	\$45.74	\$47.79	\$49.95	\$52.20	\$54.55
43	Monthly	\$7,441	\$7,774	\$8,126	\$8,491	\$8,874	\$9,272	\$9,690
	Hourly	\$42.93	\$44.85	\$46.88	\$48.99	\$51.20	\$53.49	\$55.90
44	Monthly	\$7,628	\$7,969	\$8,329	\$8,703	\$9,094	\$9,503	\$9,930
	Hourly	\$44.01	\$45.98	\$48.05	\$50.21	\$52.47	\$54.83	\$57.29
45	Monthly	\$7,818	\$8,170	\$8,536	\$8,920	\$9,323	\$9,742	\$10,179
	Hourly	\$45.10	\$47.14	\$49.25	\$51.46	\$53.79	\$56.20	\$58.73
46	Monthly	\$8,014	\$8,376	\$8,752	\$9,146	\$9,557	\$9,988	\$10,436
	Hourly	\$46.24	\$48.32	\$50.49	\$52.77	\$55.14	\$57.62	\$60.21
47	Monthly	\$8,213	\$8,580	\$8,968	\$9,371	\$9,794	\$10,235	\$10,695
	Hourly	\$47.38	\$49.50	\$51.74	\$54.06	\$56.50	\$59.05	\$61.70

48	Monthly	\$8,419	\$8,797	\$9,192	\$9,606	\$10,040	\$10,491	\$10,964
	Hourly	\$48.57	\$50.75	\$53.03	\$55.42	\$57.92	\$60.53	\$63.26
49	Monthly	\$8,629	\$9,016	\$9,423	\$9,847	\$10,290	\$10,753	\$11,236
	Hourly	\$49.78	\$52.02	\$54.36	\$56.81	\$59.37	\$62.04	\$64.82
50	Monthly	\$8,846	\$9,243	\$9,658	\$10,095	\$10,547	\$11,020	\$11,516
	Hourly	\$51.04	\$53.33	\$55.72	\$58.24	\$60.85	\$63.58	\$66.44
51	Monthly	\$9,068	\$9,474	\$9,900	\$10,346	\$10,812	\$11,299	\$11,807
	Hourly	\$52.32	\$54.66	\$57.12	\$59.69	\$62.38	\$65.19	\$68.12
52	Monthly	\$9,293	\$9,711	\$10,148	\$10,606	\$11,082	\$11,581	\$12,102
	Hourly	\$53.61	\$56.03	\$58.55	\$61.19	\$63.94	\$66.81	\$69.82
53	Monthly	\$9,525	\$9,955	\$10,402	\$10,872	\$11,359	\$11,871	\$12,405
	Hourly	\$54.95	\$57.43	\$60.01	\$62.72	\$65.53	\$68.49	\$71.57
54	Monthly	\$9,764	\$10,204	\$10,663	\$11,142	\$11,645	\$12,169	\$12,715
	Hourly	\$56.33	\$58.87	\$61.52	\$64.28	\$67.18	\$70.21	\$73.36
55	Monthly	\$10,007	\$10,458	\$10,928	\$11,421	\$11,933	\$12,470	\$13,031
	Hourly	\$57.73	\$60.34	\$63.05	\$65.89	\$68.85	\$71.94	\$75.18
56	Monthly	\$10,257	\$10,719	\$11,202	\$11,706	\$12,234	\$12,785	\$13,358
	Hourly	\$59.18	\$61.84	\$64.63	\$67.54	\$70.58	\$73.76	\$77.07
57	Monthly	\$10,515	\$10,987	\$11,482	\$11,998	\$12,538	\$13,103	\$13,692
	Hourly	\$60.66	\$63.39	\$66.24	\$69.22	\$72.34	\$75.60	\$78.99
58	Monthly	\$10,777	\$11,261	\$11,768	\$12,298	\$12,852	\$13,431	\$14,035
	Hourly	\$62.18	\$64.97	\$67.89	\$70.95	\$74.15	\$77.49	\$80.97
59	Monthly	\$11,046	\$11,544	\$12,061	\$12,604	\$13,170	\$13,765	\$14,382
	Hourly	\$63.73	\$66.60	\$69.58	\$72.72	\$75.99	\$79.41	\$82.97
60	Monthly	\$11,322	\$11,833	\$12,364	\$12,921	\$13,502	\$14,111	\$14,746
	Hourly	\$65.32	\$68.27	\$71.33	\$74.55	\$77.90	\$81.41	\$85.07

ANNIVERSARY/LONGEVITY INCREMENTS

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3. Six percent (6%) of the base salary after 19 years of completed service with CCS/SJUSD. (the 6% includes the 12 and 15 year increments).
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NON-TEACHING STUDENT SCHEDULE C		
2024-2025		
Effective July 1, 2023		
	Budget Codes	
Student Salary	09.0.0.2980.0308.3150.1000.130.308	\$16.50