

| 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 |

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|----|---------|---------|---------|---------|---------|---------|----------|----------|
| 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 |

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| 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

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 12 and 15 year increments).
4. Board approval date: April 23, 2024, salary increase of 10% has been added, retroactive to July 1, 2023