Choices Charter School				
CREDENTIALED TEACHER/COUNSELOR				
2026-2027				
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
6. Board approval date: November 18, 2025, salary increase of 5% has been added, retroactive to July 1, 2025