Choices Charter School

NON-TEACHING - CLASSIFIED SCHEDULE C

2026-2027

Effective July 1, 2025

Salary Range	Class Code	Description	Step 1	Step 7
1	4560	Instructional Assistant I	$3,003.00	$3,609.00
			$17.83	$20.82
3	4561	Instructional Assistant II	$3,003.00	$3,792.00
			$17.33	$21.87
6	4510	Clerk	$3,135.00	$4,082.00
			$18.09	$23.55
16	4520	Student Services Representative	$4,015.00	$5,225.00
			$23.16	$30.14
20	4555	Administrative Assistant	$4,433.00	$5,769.00
			$25.58	$33.28
27	4563	Community Outreach Worker	$5,264.00	$6,859.00
			$30.37	$39.57
43	4573	Budget Analyst - Confidential	$7,814.00	$10,175.00
			$45.08	$58.70

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

5. Board approval date: November 18, 2025, salary increase of 5% has been added, retroactive to July 1, 2025