Choices Charter School

SALARY SCHEDULES C NON-TEACHING

2026-2027

Effective July 1, 2025

RANGE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
1	Monthly	$3,003	$3,003	$3,026	$3,164	$3,304	$3,456	$3,609
	Hourly	$17.33	$17.33	$17.46	$18.25	$19.06	$19.94	$20.82
2	Monthly	$3,003	$3,003	$3,102	$3,242	$3,389	$3,542	$3,701
	Hourly	$17.33	$17.33	$17.90	$17.70	$19.55	$20.44	$21.35
3	Monthly	$3,003	$3,043	$3,180	$3,324	$3,473	$3,630	$3,792
	Hourly	$17.33	$17.56	$18.35	$19.18	$20.04	$20.94	$21.88
4	Monthly	$3,003	$3,118	$3,260	$3,406	$3,560	$3,719	$3,887
	Hourly	$17.33	$17.99	$18.81	$19.65	$20.54	$21.46	$22.43
5	Monthly	$3,107	$3,249	$3,396	$3,548	$3,707	$3,875	$4,049
	Hourly	$17.93	$18.74	$19.59	$20.47	$21.39	$22.36	$23.36
6	Monthly	$3,135	$3,275	$3,426	$3,578	$3,737	$3,904	$4,082
	Hourly	$18.09	$18.89	$19.77	$20.64	$21.56	$22.52	$23.55
7	Monthly	$3,215	$3,359	$3,509	$3,668	$3,832	$4,004	$4,185
	Hourly	$18.55	$19.38	$20.24	$21.16	$22.11	$23.10	$24.14
8	Monthly	$3,296	$3,441	$3,597	$3,761	$3,930	$4,106	$4,290
	Hourly	$19.02	$19.85	$20.75	$21.70	$22.67	$23.69	$24.75
9	Monthly	$3,377	$3,531	$3,691	$3,855	$4,026	$4,208	$4,399
	Hourly	$19.48	$20.37	$21.29	$22.24	$23.23	$24.29	$25.38
10	Monthly	$3,462	$3,616	$3,782	$3,950	$4,129	$4,313	$4,508
	Hourly	$19.97	$20.86	$21.82	$22.79	$23.82	$24.99	$26.01
11	Monthly	$3,548	$3,706	$3,874	$4,048	$4,231	$4,422	$4,623
	Hourly	$20.47	$21.38	$22.35	$23.35	$24.41	$25.51	$26.67
12	Monthly	$3,637	$3,799	$3,971	$4,150	$4,337	$4,533	$4,736
	Hourly	$20.98	$21.92	$22.91	$23.94	$25.02	$26.15	$27.32
13	Monthly	$3,728	$3,896	$4,071	$4,253	$4,445	$4,643	$4,854
	Hourly	$21.51	$22.48	$23.49	$24.54	$26.64	$26.79	$28.00
14	Monthly	$3,820	$3,992	$4,173	$4,360	$4,556	$4,761	$4,976
	Hourly	$22.04	$23.03	$24.08	$25.15	$26.29	$27.47	$28.71
15	Monthly	$3,916	$4,092	$4,277	$4,469	$4,671	$4,880	$5,100
	Hourly	$22.59	$23.61	$24.68	$25.78	$26.95	$28.15	$29.42
16	Monthly	$4,015	$4,197	$4,384	$4,581	$4,786	$5,002	$5,225
	Hourly	$23.16	$24.21	$25.29	$26.43	$27.61	$28.86	$30.14
17	Monthly	$4,115	$4,301	$4,492	$4,696	$4,908	$5,128	$5,360
	Hourly	$23.74	$24.81	$25.92	$27.09	$28.30	$29.59	$30.92
18	Monthly	$4,219	$4,407	$4,606	$4,814	$5,030	$5,256	$54.93
	Hourly	$24.34	$25.43	$26.57	$27.77	$29.02	$30.32	$31.69
19	Monthly	$4,322	$4,517	$4,722	$4,932	$5,156	$5,388	$5,630
	Hourly	$24.94	$26.06	$27.24	$28.45	$29.75	$31.09	$32.48
20	Monthly	$4,430	$4,630	$4,839	$5,057	$5,284	$5,523	$5,769
	Hourly	$25.58	$26.71	$27.92	$29.18	$30.49	$31.86	$33.28
21	Monthly	$4,543	$4,746	$4,959	$5,182	$5,415	$5,659	$5,916
	Hourly	$26.21	$27.38	$28.61	$29.90	$31.24	$32.65	$34.13
22	Monthly	$4,654	$4,863	$5,082	$5,311	$5,500	$5,799	$6,060
	Hourly	$26.85	$28.06	$29.32	$30.64	$32.02	$33.46	$34.96

23	Monthly	$4,774	$4,987	$5,212	$5,446	$5,690	$4,946	$6,213
	Hourly	$27.54	$28.77	$30.07	$31.42	$32.83	$34.30	$35.84
24	Monthly	$4,890	$5,110	$5,340	$5,582	$5,831	$6,094	$6,369
	Hourly	$28.21	$29.48	$30.81	$32.20	$33.64	$65.16	$36.74
25	Monthly	$5,013	$5,239	$5,474	$5,721	$5,979	$6,248	$6,530
	Hourly	$28.92	$30.23	$31.58	$33.01	$34.49	$36.05	$37.67
26	Monthly	$5,136	$5,368	$5,611	$5,862	$6,125	$6,402	$6,691
	Hourly	$29.63	$30.97	$32.37	$33.82	$35.34	$36.94	$38.60
27	Monthly	$5,264	$5,502	$5,750	$6,010	$6,281	$6,564	$6,859
	Hourly	$30.37	$31.74	$33.17	$34.67	$36.24	$37.87	$39.57
28	Monthly	$5,397	$5,640	$5,895	$6,160	$6,436	$6,728	$7,029
	Hourly	$31.14	$32.54	$34.01	$35.54	37.13	$38.82	$40.55
29	Monthly	$5,532	$5,783	$6,044	$6,315	$6,600	$6,898	$7,207
	Hourly	$31.92	$33.36	$34.87	$36.43	$38.08	$39.80	$41.58
30	Monthly	$5,670	$5,925	$6,190	$6,471	$6,761	$7,065	$7,383
	Hourly	$32.71	$34.18	$35.71	$37.33	$39.01	$40.76	$42.60
31	Monthly	$5,810	$6,074	$6,347	$6,633	$6,933	$7,244	$7,571
	Hourly	$33.52	$35.04	$36.62	$38.27	$40.00	$41.79	43.68
32	Monthly	$5,957	$6,225	$6,505	$6,798	$7,103	$7,422	$7,756
	Hourly	$33.37	$35.91	$37.53	$39.22	$40.98	$42.82	$44.75
33	Monthly	$6,106	$6,381	$6,669	$6,969	$7,282	$7,610	$7,953
	Hourly	$35.23	$36.81	$38.48	$40.21	$42.01	$43.90	$45.88
34	Monthly	$6,258	$6,541	$6,836	$7,144	$7,466	$7,801	$8,152
	Hourly	$36.10	$37.74	$39.44	$41.22	$43.07	$45.01	$47.03
35	Monthly	$6,415	$6,705	$7,005	$7,320	$7,650	$7,993	$8,354
	Hourly	$37.01	$68.68	$40.41	$42.23	$44.14	$46.11	$48.20
36	Monthly	$6,577	$6,871	$7,180	$7,505	$7,841	$8,194	$8,562
	Hourly	$37.94	$39.64	$41.42	$43.30	$45.24	$47.27	$49.40
37	Monthly	$6,740	$7,044	$7,361	$7,693	$8,038	$8,399	$8,777
	Hourly	$38.89	$40.64	$42.47	$44.38	$46.37	$48.46	$50.64
38	Monthly	$6,907	$7,218	$7,545	$7,882	$8,235	$8,607	$8,995
	Hourly	$39.85	$41.64	$43.53	$45.47	$47.51	$49.66	$51.90
39	Monthly	$7,081	$7,400	$7,735	$8,081	$8,447	$8,949	$9,224
	Hourly	$40.85	$42.69	$44.61	$46.62	$48.73	$51.63	$53.22
40	Monthly	$7,258	$7,585	$7,926	$8,282	$8,665	$9,043	$9,450
	Hourly	$41.87	$43.76	$45.73	$47.78	$49.93	$52.17	$54.52
41	Monthly	$7,438	$7,772	$8,122	$8,488	$8,869	$9,268	$9,685
	Hourly	$42.91	$44.84	$46.86	$48.97	$51.17	$53.47	$55.88
42	Monthly	$7,621	$7,966	$8,325	$8,698	$9,090	$9,500	$9,928
	Hourly	$43.97	$45.96	$48.03	$50.80	$52.44	$54.81	$57.28
43	Monthly	$7,814	$8,163	$8,533	$8,916	$9,318	$9,736	$10,175
	Hourly	$45.08	$47.10	$49.23	$51.44	$53.76	$56.17	$58.70
44	Monthly	$8,010	$8,368	$8,746	$9,139	$9,549	$9,979	$10,427
	Hourly	$46.21	$48.28	$50.46	$52.73	$55.09	$57.57	$60.16
45	Monthly	$8,209	$8,579	$8,963	$9,366	$9,790	$10,230	$10,688
	Hourly	$47.36	$49.50	$51.71	$54.04	$56.48	$59.02	$61.66
46	Monthly	$8,415	$8,795	$9,190	$9,604	$10,035	$10,488	$10,959
	Hourly	$48.55	$50.74	$53.02	$55.41	$57.90	$60.51	$63.22
47	Monthly	$8,624	$9,009	$9,417	$9,840	$10,284	$10,747	$11,230
	Hourly	$49.75	$51.98	$54.33	$56.77	$59.33	$62.00	$64.79

48	Monthly	$8,840	$9,237	$9,652	$10,087	$10,542	$11,016	$11,513
	Hourly	$51.00	$53.29	$55.69	$57.09	$60.82	$63.56	$66.42
49	Monthly	$9,061	$9,467	$9,895	$10,340	$10,805	$11,291	$11,798
	Hourly	$52.28	$54.62	$57.09	$59.65	$62.34	$65.14	$68.07
50	Monthly	$9,289	$9,706	$10,141	$10,600	$11,075	$11,571	$12,092
	Hourly	$53.59	$56.00	$58.51	$61.16	$63.90	$66.76	$69.76
51	Monthly	$9,522	$9,948	$10,395	$10,864	$11,353	$11,864	$12,398
	Hourly	$54.94	$57.39	$59.97	$62.68	$65.50	$68.45	$71.53
52	Monthly	$9,758	$10,197	$10,656	$11,137	$11,637	$12,161	$12,708
	Hourly	$56.30	$58.83	$61.48	$64.25	$67.14	$70.16	$73.32
53	Monthly	$10,002	$10,453	$10,923	$11,416	$11,927	$12,465	$13,026
	Hourly	$57.70	$60.31	$63.02	$65.86	$68.81	$71.91	$75.15
54	Monthly	$10,253	$10,715	$11,197	$11,700	$12,228	$12,778	$13,351
	Hourly	$59.15	$61.82	$64.60	$67.50	$70.55	$73.72	$77.03
55	Monthly	$10,508	$10,981	$11,475	$11,993	$12,530	$13,094	$13,683
	Hourly	$60.62	$63.65	$66.20	$69.19	$72.29	$75.54	$78.94
56	Monthly	$10,770	$11,255	$11,763	$12,292	$12,846	$13,425	$14,026
	Hourly	$62.14	$64.93	$67.86	$70.92	$74.11	$77.45	$80.92
57	Monthly	$11,041	$11,537	$12,057	$12,598	$13,165	$13,759	$14,377
	Hourly	$63.70	$66.56	$69.56	$72.68	$75.95	$79.38	$82.95
58	Monthly	$11,316	$11,825	$12,357	$12,913	$13,495	$14,103	$14,737
	Hourly	$65.29	$68.22	$71.29	$74.50	$77.86	$81.37	$85.02
59	Monthly	$11,599	$12,122	$12,665	$13,235	$13,830	$14,454	$15,102
	Hourly	$66.92	$69.94	$73.07	$76.36	$79.79	$83.39	$87.13
60	Monthly	$11,889	$12,425	$12,983	$13,568	$14,178	$14,817	$15,484
	Hourly	$68.59	$71.68	$74.90	$78.28	$81.80	$85.48	$89.33

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