Choices Charter School

Management

2026-2027

Effective July 1, 2025

Salary Range	Class Code	Description	Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Continuing Education
46	4570	Assistant Director	245*	**$100,968.00**	**$105,540.00**	**$110,280.00**	**$115,248.00**	**$120,420.00**	**$125,856.00**	**$131,496.00**	**$136,104.00**
				$8,414.00	$8,795.00	$9,190.00	$9,604.00	$10,035.00	$10,488.00	$10,958.00	$11,342.00
54	4577	Director	245*	**$123,012.00**	**$128,580.00**	**$134,352.00**	**$140,400.00**	**$146,736.00**	**$153,336.00**	**$160,212.00**	**$165,840.00**
				$10,251.00	$10,715.00	$11,196.00	$11,700.00	$12,228.00	$12,778.00	$13,351.00	$13,820.00

*245 days with vacation accrual

ANNIVERSARY/LONGEVITY INCREMENTS

1. Two percent (2%) of the base salary after 12 years completed with CCS/SJUSD.
2. Four percent (4%) of the base salary after 15 years completed with CCS/SJUSD. (the 4% includes the 12-year increment)
3. Six percent (6%) of the base salary after 19 years completed with CCS/SJUSD. (the 6% includes the 15-year increment)

ADDITIONAL INFORMATION

4. October 1 is the annual deadline to turn in units for column placement.
5. Must work a minimum of one semester for step movement. Step movement occurs July 1 annually.
6. Board approval date: December 14, 2021, a COLA of 3.55% has been added, retroactive to July 1, 2021
7. Board approval date: April 23, 2024, salary increase of 10% has been added, retroactive to July 1, 2023
8. Board approval date: November 18, 2025, salary increase of 5% has been added, retroactive to July 1, 2025