

John McCandless Charter School

2026-2027 SALARY SCHEDULE

MANAGEMENT AND CONFIDENTIAL/SUPERVISORY								Shaded =Management Unshaded =Conf./Supv.
POSITION	RANGE	DAYS	A	B	C	D	Exempt	
Principal	17	212	688.80	725.67	759.93	796.76	X	
Assistant Principal, K-8	15	201	616.38	647.16	678.01	711.09	X	
Office Supervisor I	3	196*	274.24	290.48	307.60	325.78		
Masters Degree	\$1,693.55							
Doctorate + Masters	\$1862.91+\$1693.55							
Bachelor Degree	\$700							
AA or equivalent	\$500							
The Bachelor and AA Degree stipends apply to positions in Ranges 11 and below. The AA, Bachelor and Masters stipends are not compounded.								
* The Superintendent may authorize up to 5 additional work days								

Shaded
=Management
Unshaded
=Conf./Supv.

Classified Salary Schedule											
	Position	A Hourly	A Monthly	B Hourly	B Monthly	C Hourly	C Monthly	D Hourly	D Monthly	E Hourly	E Monthly
9	Campus monitor			\$ 19.38	\$ 3,358	\$20.39	\$ 3,532	\$21.39	\$ 3,706	\$22.47	\$ 3,895
12	Account Clerk	\$ 19.82	\$ 3,436	\$ 20.82	\$ 3,610	\$21.85	\$ 3,788	\$22.93	\$ 3,974	\$24.11	\$ 4,177
13	Clerk Typist	\$ 20.32	\$ 3,519	\$ 21.34	\$ 3,695	\$22.38	\$ 3,883	\$23.56	\$ 4,076	\$24.69	\$ 4,278
14	Library Assistant	\$ 20.84	\$ 3,614	\$ 21.85	\$ 3,788	\$22.95	\$ 3,977	\$24.15	\$ 4,185	\$25.31	\$ 4,385
15	School Office Clerk	\$ 21.30	\$ 3,691	\$ 22.34	\$ 3,872	\$23.51	\$ 4,074	\$24.65	\$ 4,271	\$25.89	\$ 4,488
16	Custodian	\$ 21.84	\$ 3,787	\$ 22.99	\$ 3,983	\$24.15	\$ 4,185	\$25.32	\$ 4,388	\$26.57	\$ 4,608
17	Paraprofessional 1	\$ 22.38	\$ 3,881	\$ 23.54	\$ 4,078	\$24.66	\$ 4,273	\$25.89	\$ 4,488	\$27.19	\$ 4,837
21	Staff Secretary/Lead custodian/Bilingual Translator	\$ 24.72	\$ 4,288	\$ 25.96	\$ 4,501	\$27.30	\$ 4,730	\$28.67	\$ 4,968	\$30.09	\$ 5,214

**Longevity pay shall be prorated for employees working less than full-time*

\$25 per month increase in salary for employees who have served the District continuously for 10 years:
 \$35 per month increase in salary for employees who have served the District continuously for 15 years
 \$45 per month increase in salary for employees who have served the District continuously for 20 years
 \$65 per month increase in salary for employees who have served the District continuously for 25 years:
 \$75 per month increase in salary for employees who have served the District continuously for 30 years:

Professional Growth Program:

Upon accumulation of each nine (9) semester units of pre-approved course work, an employee shall be awarded one Professional Growth Award. Each award shall be equal to \$17 per month for each full-time employee, Part-time employees shall be granted a prorated portion of the \$17 per month for each award

Revised March 2, 2016 additional 3.1% retro to July 1, 2015
 Revised May 24, 2017 additional 2.5% retro to July 1, 2016
 Revised May 24, 2017 additional 2.2% July 1, 2017
 Para and Clerk added 5/18
 Revised June 13, 2018 1.75% retro to July 1 2017
 Revised June 13, 2018 3.5% effective July 1 2018
 Revised June 5, 2019 2.63% effective July 1 2019
 Revised 12.31 cell 8a minimum wage to \$14
 Remove 8 move to 9
 revised 2.23.22 increase salary schedule by 5.07% retro to 7/1/21
 revised 10.22 increase salary schedule by 7.56% retro to 7/1/22
 revised 11.23 increase salary schedule by 8.22% retro to 7/1/23
 revised 12.24 increase salary schedule by 1.07% retro to 7/1/24
 Revised November 15 2025, 4.3% retro to July 1, 2025 (Two year 25-26 & 26-27)
 Revised 8/12/26 increase stipend/health cap and onetime 1% payable 12/26