

John Muir Charter Schools 2022-20223 At-Will Salary Schedules

Classified Position	Line		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Chief Financial Officer	1	Hourly	\$46.05	\$48.35	\$50.77	\$53.31	\$55.97	\$58.77	\$61.71	\$64.80	\$68.04	\$71.44	\$75.01	\$78.76	\$82.70	\$86.83	\$91.18	\$95.73
		FT@40hrs	\$90,994.80	\$95,544.54	\$100,321.77	\$105,337.86	\$110,604.75	\$116,134.99	\$121,941.73	\$128,038.82	\$134,440.76	\$141,162.80	\$148,220.94	\$155,631.99	\$163,413.59	\$171,584.27	\$180,163.48	\$189,171.65
Director	2	Hourly	\$44.01	\$46.21	\$48.52	\$50.95	\$53.49	\$56.17	\$58.98	\$61.93	\$65.02	\$68.27	\$71.69	\$75.27	\$79.04	\$82.99	\$87.14	\$91.49
		FT@40hrs	\$86,963.76	\$91,311.95	\$95,877.55	\$100,671.42	\$105,704.99	\$110,990.24	\$116,539.76	\$122,366.74	\$128,485.08	\$134,909.33	\$141,654.80	\$148,737.54	\$156,174.42	\$163,983.14	\$172,182.30	\$180,791.41
Deputy Director	3	Hourly	\$32.48	\$34.10	\$35.81	\$37.60	\$39.48	\$41.45	\$43.53	\$45.70	\$47.99	\$50.39	\$52.91	\$55.55	\$58.33	\$61.25	\$64.31	\$67.52
		FT@40hrs	\$64,180.48	\$67,389.50	\$70,758.98	\$74,296.93	\$78,011.77	\$81,912.36	\$86,007.98	\$90,308.38	\$94,823.80	\$99,564.99	\$104,543.24	\$109,770.40	\$115,258.92	\$121,021.87	\$127,072.96	\$133,426.61
Coordinator/Specialist	4	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94
		FT@40hrs	\$53,174.16	\$55,832.87	\$58,624.51	\$61,555.74	\$64,633.52	\$67,865.20	\$71,258.46	\$74,821.38	\$78,562.45	\$82,490.57	\$86,615.10	\$90,945.86	\$95,493.15	\$100,267.81	\$105,281.20	\$110,545.26
Counselor	5	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76
		FT@40hrs	\$42,543.28	\$44,670.44	\$46,903.97	\$49,249.16	\$51,711.62	\$54,297.20	\$57,012.06	\$59,862.67	\$62,855.80	\$65,998.59	\$69,298.52	\$72,763.45	\$76,401.62	\$80,221.70	\$84,232.78	\$88,444.42
Instructor	6	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76
		FT@40hrs	\$42,543.28	\$44,670.44	\$46,903.97	\$49,249.16	\$51,711.62	\$54,297.20	\$57,012.06	\$59,862.67	\$62,855.80	\$65,998.59	\$69,298.52	\$72,763.45	\$76,401.62	\$80,221.70	\$84,232.78	\$88,444.42
Instructional Assistant	7	Hourly	\$16.14	\$16.95	\$17.79	\$18.68	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.29	\$27.60	\$28.99	\$30.43	\$31.96	\$33.55
		FT@40hrs	\$31,892.64	\$33,487.27	\$35,161.64	\$36,919.72	\$38,765.70	\$40,703.99	\$42,739.19	\$44,876.15	\$47,119.95	\$49,475.95	\$51,949.75	\$54,547.24	\$57,274.60	\$60,138.33	\$63,145.25	\$66,302.51
Tutor/Coach	8	Hourly	\$15.14	\$15.90	\$16.69	\$17.53	\$18.40	\$19.32	\$20.29	\$21.30	\$22.37	\$23.49	\$24.66	\$25.89	\$27.19	\$28.55	\$29.98	\$31.47
		FT@40hrs	\$29,916.64	\$31,412.47	\$32,983.10	\$34,632.25	\$36,363.86	\$38,182.06	\$40,091.16	\$42,095.72	\$44,200.50	\$46,410.53	\$48,731.05	\$51,167.61	\$53,725.99	\$56,412.29	\$59,232.90	\$62,194.55
Admin. Coordinator	9	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94
		FT@40hrs	\$53,174.16	\$55,832.87	\$58,624.51	\$61,555.74	\$64,633.52	\$67,865.20	\$71,258.46	\$74,821.38	\$78,562.45	\$82,490.57	\$86,615.10	\$90,945.86	\$95,493.15	\$100,267.81	\$105,281.20	\$110,545.26
Admin. Assistant	10	Hourly	\$21.53	\$22.61	\$23.74	\$24.92	\$26.17	\$27.48	\$28.85	\$30.29	\$31.81	\$33.40	\$35.07	\$36.82	\$38.66	\$40.60	\$42.63	\$44.76
		FT@40hrs	\$42,543.28	\$44,670.44	\$46,903.97	\$49,249.16	\$51,711.62	\$54,297.20	\$57,012.06	\$59,862.67	\$62,855.80	\$65,998.59	\$69,298.52	\$72,763.45	\$76,401.62	\$80,221.70	\$84,232.78	\$88,444.42
Head Registrar	11	Hourly	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.34	\$36.06	\$37.87	\$39.76	\$41.75	\$43.83	\$46.03	\$48.33	\$50.74	\$53.28	\$55.94
		FT@40hrs	\$53,174.16	\$55,832.87	\$58,624.51	\$61,555.74	\$64,633.52	\$67,865.20	\$71,258.46	\$74,821.38	\$78,562.45	\$82,490.57	\$86,615.10	\$90,945.86	\$95,493.15	\$100,267.81	\$105,281.20	\$110,545.26
Registrar	12	Hourly	\$17.30	\$18.17	\$19.07	\$20.03	\$21.03	\$22.08	\$23.18	\$24.34	\$25.56	\$26.84	\$28.18	\$29.59	\$31.07	\$32.62	\$34.25	\$35.97
		FT@40hrs	\$34,184.80	\$35,894.04	\$37,688.74	\$39,573.18	\$41,551.84	\$43,629.43	\$45,810.90	\$48,101.45	\$50,506.52	\$53,031.84	\$55,683.44	\$58,467.61	\$61,390.99	\$64,460.54	\$67,683.57	\$71,067.74
Assistant Registrar	13	Hourly	\$16.95	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.71	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99	\$30.44	\$31.96	\$33.56	\$35.24
		FT@40hrs	\$33,493.20	\$35,167.86	\$36,926.25	\$38,772.57	\$40,711.19	\$42,746.75	\$44,884.09	\$47,128.30	\$49,484.71	\$51,958.95	\$54,556.89	\$57,284.74	\$60,148.98	\$63,156.42	\$66,314.25	\$69,629.96
Analyst	14	Hourly	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	\$41.05	\$43.10	\$45.26	\$47.52	\$49.89	\$52.39
		FT@40hrs	\$49,795.20	\$52,284.96	\$54,899.21	\$57,644.17	\$60,526.38	\$63,552.70	\$66,730.33	\$70,066.85	\$73,570.19	\$77,248.70	\$81,111.13	\$85,166.69	\$89,425.02	\$93,896.28	\$98,591.09	\$103,520.64
Community Resource Coordinator	15	Hourly	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99	\$26.24	\$27.55	\$28.93	\$30.38	\$31.89	\$33.49	\$35.16	\$36.92
		FT@40hrs	\$35,093.76	\$36,848.45	\$38,690.87	\$40,625.41	\$42,656.68	\$44,789.52	\$47,028.99	\$49,380.44	\$51,849.47	\$54,441.94	\$57,164.04	\$60,022.24	\$63,023.35	\$66,174.52	\$69,483.24	\$72,957.41

Full Time Salaried Employee: 40 hours per week.  
 Part Time Salaried Employee: 20-39 hours per week.  
 Hourly Employee: 1-19 hours per week.

Classified salary schedule is based on 247 days including paid holidays.

Employees do not move through salary steps based on time in service. Salary increases are granted through supervisor recommendation or employee application.

Health, Dental, Vision Benefits		
Muir has a "menu plan" for medical dental and vision insurance		
% FTE	Description	Annual Cap
Less than 50%	No Benefits	N/A
50%	50% Benefits	\$4,620 + life insurance
51%-74%	Prorated Benefits	Prorated
100% 30 Hrs	100% Benefits	\$9,240 + life insurance
100% 40 Hrs	100% Benefits	\$9,240 + life insurance
JMCS does not provide cash-in-lieu for benefits.		

Cell Phone Stipends	
CEO, CFO, COO:	\$1,800
Director/Dep Director	\$1,440
Coordinator	\$1,200

JMCS Board Approved: April 13, 2022

Classified Position	Line		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Chief Financial Officer	1	Hourly	\$46.05	\$48.36	\$50.77	\$53.31	\$55.98	\$58.78	\$61.72	\$64.80	\$68.04	\$71.44	\$75.02	\$78.77	\$82.70	\$86.84	\$91.18	\$95.74
		FT@40hrs	\$90,994.80	\$95,559.36	\$100,321.52	\$105,340.56	\$110,616.48	\$116,149.28	\$121,958.72	\$128,044.80	\$134,447.04	\$141,165.44	\$148,239.52	\$155,649.52	\$163,415.20	\$171,585.96	\$180,165.26	\$189,173.52
Director	2	Hourly	\$44.01	\$46.21	\$48.52	\$50.94	\$53.49	\$56.17	\$58.97	\$61.92	\$65.02	\$68.27	\$71.68	\$75.27	\$79.03	\$82.98	\$87.13	\$91.49
		FT@40hrs	\$86,963.76	\$91,311.95	\$95,877.55	\$100,657.44	\$105,690.31	\$110,991.92	\$116,524.72	\$122,350.96	\$128,479.52	\$134,903.50	\$141,648.67	\$148,731.10	\$156,167.66	\$163,976.04	\$172,174.84	\$180,783.59
Deputy Director	3	Hourly	\$32.48	\$34.11	\$35.81	\$37.60	\$39.48	\$41.46	\$43.53	\$45.70	\$47.99	\$50.39	\$52.91	\$55.55	\$58.33	\$61.25	\$64.31	\$67.53
		FT@40hrs	\$64,180.48	\$67,401.36	\$70,760.56	\$74,298.59	\$78,013.52	\$81,924.96	\$86,021.21	\$90,303.20	\$94,828.24	\$99,569.65	\$104,548.13	\$109,775.54	\$115,264.32	\$121,027.53	\$127,078.91	\$133,432.86
Coordinator/Specialist	4	Hourly	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74	\$43.83	\$46.02	\$48.32	\$50.74	\$53.27	\$55.93
		FT@40hrs	\$53,174.16	\$55,822.00	\$58,613.10	\$61,543.76	\$64,620.94	\$67,851.99	\$71,254.56	\$74,817.29	\$78,546.00	\$82,473.30	\$86,608.08	\$90,938.48	\$95,485.41	\$100,259.68	\$105,261.52	\$110,524.60
Counselor	5	Hourly	\$21.53	\$22.60	\$23.73	\$24.92	\$26.16	\$27.47	\$28.85	\$30.29	\$31.80	\$33.39	\$35.06	\$36.82	\$38.66	\$40.59	\$42.62	\$44.75
		FT@40hrs	\$42,543.28	\$44,657.60	\$46,890.48	\$49,235.00	\$51,696.75	\$54,281.59	\$57,007.60	\$59,857.98	\$62,836.80	\$65,978.64	\$69,277.57	\$72,756.32	\$76,394.14	\$80,213.84	\$84,224.53	\$88,435.76
Instructor	6	Hourly	\$21.53	\$22.60	\$23.73	\$24.92	\$26.16	\$27.47	\$28.85	\$30.29	\$31.80	\$33.39	\$35.06	\$36.82	\$38.66	\$40.59	\$42.62	\$44.75
		FT@40hrs	\$42,543.28	\$44,657.60	\$46,890.48	\$49,235.00	\$51,696.75	\$54,281.59	\$57,007.60	\$59,857.98	\$62,836.80	\$65,978.64	\$69,277.57	\$72,756.32	\$76,394.14	\$80,213.84	\$84,224.53	\$88,435.76
Instructional Assistant	7	Hourly	\$16.14	\$16.95	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99	\$30.44	\$31.96	\$33.56
		FT@40hrs	\$31,892.64	\$33,487.27	\$35,172.80	\$36,931.44	\$38,778.01	\$40,705.60	\$42,740.88	\$44,894.72	\$47,127.60	\$49,483.98	\$51,968.80	\$54,557.36	\$57,285.23	\$60,149.49	\$63,156.96	\$66,314.81
Tutor/Coach	8	Hourly	\$15.14	\$15.90	\$16.14	\$16.95	\$17.14	\$18.00	\$18.14	\$19.05	\$19.14	\$20.10	\$20.14	\$21.15	\$21.14	\$22.20	\$22.14	\$23.25
		FT@40hrs	\$29,916.64	\$31,412.47	\$31,892.64	\$33,487.27	\$33,868.64	\$35,562.07	\$35,844.64	\$37,636.87	\$37,820.64	\$39,711.67	\$39,796.64	\$41,786.47	\$41,772.64	\$43,861.27	\$43,748.64	\$45,936.07
Admin. Coordinator	9	Hourly	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74	\$43.83	\$46.02	\$48.32	\$50.74	\$53.27	\$55.93
		FT@40hrs	\$53,174.16	\$55,822.00	\$58,613.10	\$61,543.76	\$64,620.94	\$67,851.99	\$71,254.56	\$74,817.29	\$78,546.00	\$82,473.30	\$86,608.08	\$90,938.48	\$95,485.41	\$100,259.68	\$105,261.52	\$110,524.60
Admin. Assistant	10	Hourly	\$21.53	\$22.60	\$23.73	\$24.92	\$26.16	\$27.47	\$28.85	\$30.29	\$31.80	\$33.39	\$35.06	\$36.82	\$38.66	\$40.59	\$42.62	\$44.75
		FT@40hrs	\$42,543.28	\$44,657.60	\$46,890.48	\$49,235.00	\$51,696.75	\$54,281.59	\$57,007.60	\$59,857.98	\$62,836.80	\$65,978.64	\$69,277.57	\$72,756.32	\$76,394.14	\$80,213.84	\$84,224.53	\$88,435.76
Head Registrar	11	Hourly	\$26.91	\$28.25	\$29.66	\$31.15	\$32.70	\$34.34	\$36.06	\$37.86	\$39.75	\$41.74	\$43.83	\$46.02	\$48.32	\$50.74	\$53.27	\$55.93
		FT@40hrs	\$53,174.16	\$55,822.00	\$58,613.10	\$61,543.76	\$64,620.94	\$67,851.99	\$71,254.56	\$74,817.29	\$78,546.00	\$82,473.30	\$86,608.08	\$90,938.48	\$95,485.41	\$100,259.68	\$105,261.52	\$110,524.60
Registrar	12	Hourly	\$17.30	\$18.16	\$19.07	\$20.02	\$21.02	\$22.07	\$23.18	\$24.34	\$25.55	\$26.83	\$28.17	\$29.58	\$31.06	\$32.61	\$34.24	\$35.96
		FT@40hrs	\$34,184.80	\$35,884.16	\$37,678.37	\$39,562.29	\$41,540.40	\$43,617.42	\$45,798.29	\$48,088.21	\$50,492.62	\$53,017.25	\$55,668.11	\$58,451.52	\$61,374.09	\$64,442.80	\$67,664.94	\$71,048.18
Assistant Registrar	13	Hourly	\$16.95	\$17.80	\$18.69	\$19.62	\$20.60	\$21.63	\$22.72	\$23.85	\$25.04	\$26.30	\$27.61	\$28.99	\$30.44	\$31.96	\$33.56	\$35.24
		FT@40hrs	\$33,493.20	\$35,167.86	\$36,926.25	\$38,772.57	\$40,711.19	\$42,746.75	\$44,894.72	\$47,127.60	\$49,483.98	\$51,968.80	\$54,557.36	\$57,285.23	\$60,149.49	\$63,156.96	\$66,314.81	\$69,630.55
Analyst	14	Hourly	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	\$41.05	\$43.10	\$45.26	\$47.52	\$49.89
		FT@40hrs	\$47,424.00	\$49,795.20	\$52,284.96	\$54,899.21	\$57,644.17	\$60,526.38	\$63,552.70	\$66,730.33	\$70,066.85	\$73,570.19	\$77,248.70	\$81,111.13	\$85,166.69	\$89,425.02	\$93,896.28	\$98,591.09
Community Resource Coordinator	15	Hourly	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	\$22.66	\$23.80	\$24.99	\$26.24	\$27.55	\$28.93	\$30.37	\$31.89	\$33.49	\$35.16	\$36.92
		FT@40hrs	\$35,093.76	\$36,848.45	\$38,690.87	\$40,625.41	\$42,656.68	\$44,776.16	\$47,028.80	\$49,380.24	\$51,849.25	\$54,441.71	\$57,163.80	\$60,011.12	\$63,011.68	\$66,176.24	\$69,485.05	\$72,959.30

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100% 30 Hrs	100% Benefits	\$9,240 + life insurance
100% 40 Hrs	100% Benefits	\$9,240 + life insurance
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Cell Phone Stipends	
CEO, CFO, COO:	\$1,800
Director/Dep Director	\$1,440
Coordinator	\$1,200

JMCS Board Approved: April 13, 2022

**CERTIFICATED ADMIN STAFF**

Certificated Position	Line	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Chief Executive Officer	1	\$104,178	\$109,386	\$114,856	\$120,599	\$126,628	\$132,960	\$139,608	\$146,588	\$153,918	\$161,614	\$169,694	\$178,179	\$187,088	\$196,442	\$206,264	\$216,578
Chief Operating Officer	2	\$92,532	\$97,159	\$102,017	\$107,117	\$112,473	\$118,162	\$124,070	\$130,274	\$136,787	\$143,627	\$150,808	\$158,348	\$166,266	\$174,579	\$183,308	\$192,473
Director	3	\$77,110	\$80,966	\$85,014	\$89,265	\$93,728	\$98,414	\$103,335	\$108,502	\$113,927	\$119,623	\$125,604	\$131,884	\$138,479	\$145,403	\$152,673	\$160,306
Deputy Director	4	\$72,066	\$75,669	\$79,452	\$83,425	\$87,596	\$91,976	\$96,575	\$101,404	\$106,474	\$111,798	\$117,387	\$123,257	\$129,420	\$135,891	\$114,986	\$120,735
Coordinator/Specialist	5	\$67,713	\$71,099	\$74,654	\$78,387	\$82,306	\$86,421	\$90,742	\$95,279	\$100,043	\$105,046	\$110,298	\$115,813	\$121,603	\$127,684	\$134,068	\$140,771
Community Resource Director	6	\$52,209	\$54,819	\$57,560	\$60,438	\$63,460	\$66,633	\$69,965	\$73,463	\$77,136	\$80,993	\$85,043	\$89,295	\$93,760	\$98,448	\$103,370	\$108,539

Certificated admin salary schedule is based on 247 days including paid holidays.

**CERTIFICATED TEACHING STAFF**

Certificated Position	Line	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16
Lead Teacher	7	\$58,010	\$60,910	\$63,956	\$67,154	\$70,511	\$74,037	\$77,739	\$81,626	\$85,707	\$89,992	\$94,492	\$99,217	\$104,177	\$109,386	\$114,856	\$120,599
Teacher	8	\$52,209	\$54,819	\$57,560	\$60,438	\$63,460	\$66,633	\$69,965	\$73,463	\$77,136	\$80,993	\$85,043	\$89,295	\$93,760	\$98,448	\$103,370	\$108,539
Hourly Teacher/Substitute	9	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61	\$32.14	\$33.74	\$35.43	\$37.20	\$39.06	\$41.01	\$43.07	\$45.22
Certificated Counselor	10	\$64,489	\$67,713	\$71,099	\$74,654	\$78,387	\$82,306	\$86,421	\$90,742	\$95,279	\$100,043	\$105,046	\$110,298	\$115,813	\$121,603	\$127,684	\$134,068

Certificated salary schedule is based on 194 work days.

**Full Time Salaried Employee:** 40 hours per week.  
**Part Time Salaried Employee:** 20-39 hours per week.  
**Hourly Employee:** 1-19 hours per week.

Health, Dental, Vision Benefits		
Muir has a "menu plan" for medical dental and vision insurance		
% FTE	Description	Annual Cap
Less than 50%	No Benefits	N/A
50%	50% Benefits	\$4,620 + life insurance
51%-74%	Prorated Benefits	Prorated
100% 30 Hrs	100% Benefits	\$9,240 + life insurance
100% 40 Hrs	100% Benefits	\$9,240 + life insurance
JMCS does not provide cash-in-lieu for benefits.		

Cell Phone Stipends	
CEO, CFO, COO:	\$1,800
Director/Dep Director	\$1,440
Coordinator	\$1,200

Employees do not move through salary steps based on time in service. Salary increases are granted through supervisor recommendation or employee application.

JMCS Board Approved: April 13, 2022