

John Muir Charter Schools
Salary Step Schedule D: Certificated CTE Salaried
ADA and Teacher Work Calendar 194 Work Days

John Muir Charter Schools
Salary Step Schedule D: Certificated CTE Hourly
ADA and Teacher Work Calendar 194 Work Days

	1	2	3	4		
Step	Preliminary	Clear	Clear	Clear	Increase	
1	\$62,740.00	\$64,622.20	\$66,560.87	\$68,557.69		
2	\$64,622.20	\$66,560.87	\$68,557.69	\$70,614.42	3%	
3	\$66,560.87	\$68,557.69	\$70,614.42	\$72,732.86	3%	
4	\$68,557.69	\$70,614.42	\$72,732.86	\$74,914.84	3%	
5*	\$70,614.42	\$72,732.86	\$74,914.84	\$77,162.29	3%	
6	\$72,732.86	\$74,914.84	\$77,162.29	\$79,477.15	3%	
7	\$74,914.84	\$77,162.29	\$79,477.15	\$81,861.47	3%	
8	\$77,162.29	\$79,477.15	\$81,861.47	\$84,317.31	3%	
9	\$79,477.15	\$81,861.47	\$84,317.31	\$86,846.83	3%	
10*	\$81,861.47	\$84,317.31	\$86,846.83	\$89,452.24	3%	
Transfer Credit Limit	11-14	\$85,954.54	\$88,533.18	\$91,189.17	\$93,924.85	5%
	15-19	\$90,252.27	\$92,959.84	\$95,748.63	\$98,621.09	5%
	20*-24	\$94,764.88	\$97,607.83	\$100,536.07	\$103,552.15	5%
	25-30	\$99,503.13	\$102,488.22	\$105,562.87	\$108,729.75	5%

	1	2	3	4		
Step	Preliminary	Clear	Clear	Clear	Increase	
1	\$40.43	\$41.64	\$42.89	\$44.17		
2	\$41.64	\$42.89	\$44.17	\$45.50	3%	
3	\$42.89	\$44.17	\$45.50	\$46.86	3%	
4	\$44.17	\$45.50	\$46.86	\$48.27	3%	
5*	\$45.50	\$46.86	\$48.27	\$49.72	3%	
6	\$46.86	\$48.27	\$49.72	\$51.21	3%	
7	\$48.27	\$49.72	\$51.21	\$52.75	3%	
8	\$49.72	\$51.21	\$52.75	\$54.33	3%	
9	\$51.21	\$52.75	\$54.33	\$55.96	3%	
10*	\$52.75	\$54.33	\$55.96	\$57.64	3%	
	11-14	\$55.38	\$57.04	\$58.76	\$60.52	5%
	15-19	\$58.15	\$59.90	\$61.69	\$63.54	5%
	20*-24	\$61.06	\$62.89	\$64.78	\$66.72	5%
	25-30	\$64.11	\$66.04	\$68.02	\$70.06	5%

* Retention bonus following years 5,10, and 20 of service in a position. 1.5% of the 5th, 10th, or 20th year salary.

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.		

JMCS Governing Board Approved: June 12, 2024

**John Muir Charter Schools
Salary Step Schedule E: Certificated Administrative Positions
247 Day Work Calendar**

		1	2	3	4
	Step	Coordinator	Deputy	Director (no	Director (w/
	1	\$95,495.21	\$106,715.38	\$114,185.18	\$126,174.62
	2	\$97,882.59	\$109,383.26	\$117,039.81	\$129,328.99
	3	\$100,329.66	\$112,117.85	\$119,965.80	\$132,562.21
	4	\$102,837.90	\$114,920.79	\$122,964.95	\$135,876.27
	5	\$105,408.84	\$117,793.81	\$126,039.07	\$139,273.18
	6	\$108,044.06	\$120,738.66	\$129,190.05	\$142,755.01
	7	\$110,745.17	\$123,757.12	\$132,419.80	\$146,323.88
	8	\$113,513.80	\$126,851.05	\$135,730.30	\$149,981.98
	9	\$116,351.64	\$130,022.33	\$139,123.55	\$153,731.53
	10	\$119,260.43	\$133,272.89	\$142,601.64	\$157,574.82
Transfer Credit Limit	11	\$122,241.94	\$136,604.71	\$146,166.68	\$161,514.19
	12	\$125,297.99	\$140,019.83	\$149,820.85	\$165,552.04
	13	\$128,430.44	\$143,520.32	\$153,566.37	\$169,690.84
	14	\$131,641.20	\$147,108.33	\$157,405.53	\$173,933.11
	15	\$134,932.23	\$150,786.04	\$161,340.67	\$178,281.44
	16	\$138,305.54	\$154,555.69	\$165,374.19	\$182,738.48
	17	\$141,763.18	\$158,419.58	\$169,508.54	\$187,306.94
	18	\$145,307.26	\$162,380.07	\$173,746.26	\$191,989.61
	19	\$148,939.94	\$166,439.57	\$178,089.91	\$196,789.35
	20	\$152,663.44	\$170,600.56	\$182,542.16	\$201,709.09
	21-24	\$156,480.02	\$174,865.58	\$187,105.71	\$206,751.81
	25-29	\$160,392.02	\$179,237.22	\$191,783.36	\$211,920.61
	30+	\$164,401.82	\$183,718.15	\$196,577.94	\$217,218.62

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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	
Director/Dep Director	\$1,440
Coordinator/Business Office	\$1,200

JMCS Governing Board Approved: June 12, 2024

**John Muir Charter Schools
Salary Step Schedule F: Classified Site Based Positions
Site Based Classified 206 Day Work Calendar**

	1	2	3	4	5	
Step	Para 1	Para 2	Para 3	Instructor	Tutor/Coach	Increase
1	\$22.18 \$36,552.64	\$26.71 \$44,018.08	\$31.22 \$51,450.56	\$32.62 \$53,757.76	\$22.64 \$37,310.72	2.5%
2	\$22.73 \$37,466.46	\$27.38 \$45,118.53	\$32.00 \$52,736.82	\$33.44 \$55,101.70	\$23.21 \$38,243.49	2.5%
3	\$23.30 \$38,403.12	\$28.06 \$46,246.50	\$32.80 \$54,055.24	\$34.27 \$56,479.25	\$23.79 \$39,199.58	2.5%
4	\$23.89 \$39,363.20	\$28.76 \$47,402.66	\$33.62 \$55,406.63	\$35.13 \$57,891.23	\$24.38 \$40,179.56	2.5%
5*	\$24.48 \$40,347.28	\$29.48 \$48,587.72	\$34.46 \$56,791.79	\$36.01 \$59,338.51	\$24.99 \$41,184.05	2.5%
6	\$25.09 \$41,355.96	\$30.22 \$49,802.42	\$35.32 \$58,211.59	\$36.91 \$60,821.97	\$25.62 \$42,213.66	2.5%
7	\$25.72 \$42,389.86	\$30.98 \$51,047.48	\$36.21 \$59,666.88	\$37.83 \$62,342.52	\$26.26 \$43,269.00	2.5%
8	\$26.37 \$43,449.60	\$31.75 \$52,323.66	\$37.11 \$61,158.55	\$38.77 \$63,901.08	\$26.91 \$44,350.72	2.5%
9	\$27.02 \$44,535.84	\$32.54 \$53,631.76	\$38.04 \$62,687.51	\$39.74 \$65,498.61	\$27.58 \$45,459.49	2.5%
10*	\$27.70 \$45,649.24	\$33.36 \$54,972.55	\$38.99 \$64,254.70	\$40.74 \$67,136.08	\$28.27 \$46,595.98	2.5%
11	\$28.39 \$46,790.47	\$34.19 \$56,346.86	\$39.96 \$65,861.07	\$41.76 \$68,814.48	\$28.98 \$47,760.88	2.5%
Transfer Credit Limit						
12	\$29.10 \$47,960.23	\$35.05 \$57,755.54	\$40.96 \$67,507.59	\$42.80 \$70,534.84	\$29.71 \$48,954.90	2.5%
13	\$29.83 \$49,159.24	\$35.92 \$59,199.42	\$41.99 \$69,195.28	\$43.87 \$72,298.21	\$30.45 \$50,178.77	2.5%
14	\$30.58 \$63,596.78	\$36.82 \$60,679.41	\$43.04 \$70,925.17	\$44.97 \$74,105.67	\$31.21 \$51,433.24	2.5%
15	\$31.34 \$51,647.92	\$37.74 \$62,196.39	\$44.11 \$72,698.29	\$46.09 \$75,958.31	\$31.99 \$52,719.07	2.5%
16-19	\$32.12 \$52,939.12	\$38.68 \$63,751.30	\$45.22 \$74,515.75	\$47.24 \$77,857.27	\$32.79 \$54,037.05	2.5%
20*-24	\$33.73 \$66,649.33	\$40.62 \$66,938.87	\$47.48 \$78,241.54	\$49.61 \$81,750.13	\$34.43 \$56,738.90	5%
25-29	\$35.42 \$58,365.38	\$42.65 \$70,285.81	\$49.85 \$82,153.62	\$52.09 \$85,837.63	\$36.15 \$59,575.84	5%
30+	\$37.19 \$61,283.65	\$44.78 \$73,800.10	\$52.34 \$86,261.30	\$54.69 \$90,129.52	\$37.96 \$62,554.64	5%

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Health, Dental, Vision Benefits		
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% FTE	Description	Annual Cap
Less than 50%	No Benefits	N/A
50%	50% Benefits	\$4,620 + life insurance
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100% 30 Hrs	100% Benefits	\$9,240 + life insurance
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JMCS Governing Board Approved:

June 12, 2024

**John Muir Charter Schools
Salary Step Schedule G: Classified Administrative Positions
247 Day Work Calendar**

	1	2	3	4		
Step	Director	Deputy	Coordinator	Counselor	Increase	
1	\$47.39 \$93,642.64	\$34.98 \$64,180.48	\$36.82 \$72,756.32	\$31.07 \$57,007.60	2.5%	
2	\$48.57 \$95,983.71	\$35.85 \$70,848.49	\$37.74 \$74,575.23	\$31.85 \$62,929.18	2.5%	
3	\$49.79 \$98,383.30	\$36.75 \$72,619.70	\$38.68 \$76,439.61	\$32.64 \$64,502.41	2.5%	
4	\$51.03 \$100,842.88	\$37.67 \$74,435.20	\$39.65 \$78,350.60	\$33.46 \$66,114.97	2.5%	
5*	\$52.31 \$103,363.95	\$38.61 \$76,296.08	\$40.64 \$80,309.36	\$34.30 \$67,767.84	2.5%	
6	\$53.62 \$105,948.05	\$39.58 \$78,203.48	\$41.66 \$82,317.10	\$35.15 \$69,462.04	2.5%	
7	\$54.96 \$108,596.75	\$40.57 \$80,158.57	\$42.70 \$84,375.03	\$36.03 \$71,198.59	2.5%	
8	\$56.33 \$111,311.67	\$41.58 \$82,162.53	\$43.77 \$86,484.40	\$36.93 \$72,978.55	2.5%	
9	\$57.74 \$114,094.46	\$42.62 \$84,216.59	\$44.86 \$88,646.51	\$37.86 \$74,803.02	2.5%	
10*	\$59.18 \$116,946.83	\$43.69 \$86,322.01	\$45.98 \$90,862.67	\$38.80 \$76,673.09	2.5%	
Transfer Credit Limit	11	\$60.66 \$119,870.50	\$44.78 \$88,480.06	\$47.13 \$93,134.24	\$39.77 \$78,589.92	2.5%
	12	\$62.18 \$122,867.26	\$45.90 \$90,692.06	\$48.31 \$95,462.60	\$40.77 \$80,554.67	2.5%
	13	\$63.73 \$125,938.94	\$47.04 \$92,959.36	\$49.52 \$97,849.16	\$41.79 \$82,568.53	2.5%
	14	\$65.33 \$129,087.41	\$48.22 \$95,283.35	\$50.76 \$100,295.39	\$42.83 \$84,632.75	2.5%
	15	\$66.96 \$132,314.60	\$49.43 \$97,665.43	\$52.03 \$102,802.78	\$43.90 \$86,748.57	2.5%
	16-19	\$68.63 \$135,622.46	\$50.66 \$100,107.06	\$53.33 \$105,372.84	\$45.00 \$88,917.28	2.5%
	20*-24	\$72.07 \$142,403.59	\$53.19 \$105,112.42	\$55.99 \$110,641.49	\$47.25 \$93,363.15	5.0%
	25-29	\$75.67 \$149,523.77	\$55.85 \$110,368.04	\$58.79 \$116,173.56	\$49.61 \$98,031.30	5.0%
	30+	\$79.45 \$156,999.95	\$58.65 \$115,886.44	\$61.73 \$121,982.24	\$52.09 \$102,932.87	5.0%

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Health, Dental, Vision Benefits		
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50%	50% Benefits	\$4,620 + life insurance
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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	
Director/Dep Director	\$1,440
Coordinator/Business Office	\$1,200

JMCS Governing Board Approved: June 12, 2024

John Muir Charter Schools
Salary Step Schedule H: Classified Business Office
247 Day Work Calendar

Classified	Step	1	2	3	4	5	6	7	8	Increase
		Admin	Admin	Head	Registrar	Assistant	Analyst 1	Analyst 2	Analyst 3	
Transfer Credit Limit	1	\$35.21 \$69,574.96	\$28.17 \$55,663.92	\$35.21 \$69,574.96	\$27.51 \$54,359.76	\$22.64 \$44,736.64	\$27.14 \$53,628.64	\$34.63 \$68,428.88	\$44.21 \$87,358.96	2.50%
	2	\$36.09 \$71,314.33	\$28.87 \$57,055.52	\$36.09 \$71,314.33	\$28.20 \$55,718.75	\$23.21 \$45,855.06	\$27.82 \$54,969.36	\$35.50 \$70,139.60	\$45.32 \$89,542.93	2.50%
	3	\$36.99 \$73,097.19	\$29.60 \$58,481.91	\$36.99 \$73,097.19	\$28.90 \$57,111.72	\$23.79 \$47,001.43	\$28.51 \$56,343.59	\$36.38 \$71,893.09	\$46.45 \$91,781.51	2.50%
	4	\$37.92 \$74,924.62	\$30.34 \$59,943.95	\$37.92 \$74,924.62	\$29.63 \$58,539.52	\$24.38 \$48,176.47	\$29.23 \$57,752.18	\$37.29 \$73,690.42	\$47.61 \$94,076.05	2.50%
	5*	\$38.87 \$76,797.74	\$31.09 \$61,442.55	\$38.87 \$76,797.74	\$30.37 \$60,003.00	\$24.99 \$49,380.88	\$29.96 \$59,195.98	\$38.23 \$75,532.68	\$48.80 \$96,427.95	2.50%
	6	\$39.84 \$78,717.68	\$31.87 \$62,978.62	\$39.84 \$78,717.68	\$31.13 \$61,503.08	\$25.62 \$50,615.40	\$30.71 \$60,675.88	\$39.18 \$77,421.00	\$50.02 \$98,838.64	2.50%
	7	\$40.83 \$80,685.62	\$32.67 \$64,553.08	\$40.83 \$80,685.62	\$31.90 \$63,040.66	\$26.26 \$51,880.79	\$31.47 \$62,192.78	\$40.16 \$79,356.52	\$51.27 \$101,309.61	2.50%
	8	\$41.85 \$82,702.76	\$33.49 \$66,166.91	\$41.85 \$82,702.76	\$32.70 \$64,616.67	\$26.91 \$53,177.81	\$32.26 \$63,747.60	\$41.16 \$81,340.43	\$52.55 \$103,842.35	2.50%
	9	\$42.90 \$84,770.33	\$34.32 \$67,821.08	\$42.90 \$84,770.33	\$33.52 \$66,232.09	\$27.58 \$54,507.25	\$33.07 \$65,341.29	\$42.19 \$83,373.95	\$53.87 \$106,438.41	2.50%
	10*	\$43.97 \$86,889.59	\$35.18 \$69,516.61	\$43.97 \$86,889.59	\$34.36 \$67,887.89	\$28.27 \$55,869.93	\$33.89 \$66,974.82	\$43.25 \$85,458.29	\$55.21 \$109,099.37	2.50%
	11	\$45.07 \$89,061.83	\$36.06 \$71,254.52	\$45.07 \$89,061.83	\$35.22 \$69,585.09	\$28.98 \$57,266.68	\$34.74 \$68,649.19	\$44.33 \$87,594.75	\$56.59 \$111,826.85	2.50%
12	\$46.20 \$91,288.38	\$36.96 \$73,035.89	\$46.20 \$91,288.38	\$36.10 \$71,324.72	\$29.71 \$58,698.35	\$35.61 \$70,365.42	\$45.44 \$89,784.62	\$58.01 \$114,622.53	2.50%	
13	\$47.35 \$93,570.59	\$37.89 \$74,861.78	\$47.35 \$93,570.59	\$37.00 \$73,107.83	\$30.45 \$60,165.81	\$36.50 \$72,124.56	\$46.57 \$92,029.24	\$59.46 \$117,488.09	2.50%	
14	\$48.54 \$95,909.85	\$38.83 \$76,733.33	\$48.54 \$95,909.85	\$37.92 \$74,935.53	\$31.21 \$61,669.95	\$37.41 \$73,927.67	\$47.74 \$94,329.97	\$60.94 \$120,425.29	2.50%	
15	\$49.75 \$98,307.60	\$39.80 \$78,651.66	\$49.75 \$98,307.60	\$38.87 \$76,808.92	\$31.99 \$63,211.70	\$38.35 \$75,775.86	\$48.93 \$96,688.22	\$62.47 \$123,435.92	2.50%	
16-19	\$50.99 \$100,765.29	\$40.80 \$80,617.95	\$50.99 \$100,765.29	\$39.84 \$78,729.14	\$32.79 \$64,791.99	\$39.31 \$77,670.26	\$50.15 \$99,105.42	\$64.03 \$126,521.82	2.50%	
20*-24	\$53.54 \$105,803.55	\$42.84 \$84,648.85	\$53.54 \$105,803.55	\$41.83 \$82,665.60	\$34.43 \$68,031.59	\$41.27 \$81,553.77	\$52.66 \$104,060.69	\$67.23 \$132,847.91	5%	
25-29	\$56.22 \$111,093.73	\$44.98 \$88,881.29	\$56.22 \$111,093.73	\$43.93 \$86,798.88	\$36.15 \$71,433.17	\$43.34 \$85,631.46	\$55.30 \$109,263.73	\$70.59 \$139,490.31	5%	
30+	\$59.03 \$116,648.42	\$47.23 \$93,325.36	\$59.03 \$116,648.42	\$46.12 \$91,138.82	\$37.96 \$75,004.83	\$45.50 \$89,913.04	\$58.06 \$114,726.91	\$74.12 \$146,464.82	5%	

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

JMCS Governing Board Approved: June 12, 2024

John Muir Charter Schools
Salary Step Schedule I: Admin Leadership
247 Day Work Calendar

No Annual Advancement

Annual Advancement

1		2		3	
CEO		COO		CFO	
1	\$129,193.70	1	\$133,456.60	\$66.41	\$131,226.16
2	\$135,653.39	2	\$136,793.02	\$68.07	\$134,506.81
3	\$142,436.05	3	\$140,212.84	\$69.77	\$137,869.48
4	\$149,557.86	4	\$143,718.16	\$71.52	\$141,316.22
5	\$157,035.75	5	\$147,311.12	\$73.30	\$144,849.13
6	\$164,887.54	6	\$150,993.89	\$75.14	\$148,470.36
7	\$173,131.91	7	\$154,768.74	\$77.02	\$152,182.11
8	\$181,788.51	8	\$158,637.96	\$78.94	\$155,986.67
9	\$190,877.94	9	\$162,603.91	\$80.91	\$159,886.33
10	\$200,421.83	10	\$166,669.01	\$82.94	\$163,883.49
11	\$210,442.92	11	\$170,835.73	\$85.01	\$167,980.58
12	\$220,965.07	12	\$175,106.62	\$87.14	\$172,180.09
13	\$232,013.32	13	\$179,484.29	\$89.31	\$176,484.60
14	\$243,613.99	14	\$183,971.40	\$91.55	\$180,896.71
15	\$255,794.69	15	\$188,570.68	\$93.84	\$185,419.13
16	\$268,584.42	16	\$193,284.95	\$96.18	\$190,054.61
17	\$282,013.64	17	\$198,117.07	\$98.59	\$194,805.97
18	\$296,114.33	18	\$203,070.00	\$101.05	\$199,676.12
19	\$310,920.04	19	\$208,146.75	\$103.58	\$204,668.02
20	\$326,466.05	20	\$213,350.42	\$106.17	\$209,784.73
		21-25	\$224,017.94	\$111.47	\$220,273.96
		26-30	\$235,218.84	\$117.05	\$231,287.66
		31+	\$246,979.78	\$122.90	\$242,852.04

The CEO does not advance through steps based on years in service. The CEO advances through contract negotiation with the JMCS governing board. The COO and CFO advance annually, and while the CEO negotiates the initial total compensation for the COO and CFO, the JMCS governing board approves the final compensation terms for the COO and CFO at the time

Health, Dental, Vision Benefits		
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100% 40 Hrs	100% Benefits	\$9,240 + life insurance
JMCS does not provide cash-in-lieu for benefits.		

Cell Phone Stipends	
CEO, CFO, COO:	\$3,600

JMCS Governing Board Approved: June 12, 2024

John Muir Charter Schools
Salary Step Schedule J: Classified School Mental Health, Academics, and Employability Counselor
247 Day Work Calendar

Step	1		2		
	BA and 45+ or MA		60+ with MA or Doc		
	Hourly	Annual	Hourly	Annual	
1	\$36.18	\$71,500.00	\$37.45	\$74,002.50	
2	\$37.09	\$73,287.50	\$38.39	\$75,852.56	
3	\$38.02	\$75,119.69	\$39.35	\$77,748.88	
4	\$38.97	\$76,997.68	\$40.33	\$79,692.60	
5*	\$39.94	\$78,922.62	\$41.34	\$81,684.91	
6	\$40.94	\$80,895.69	\$42.37	\$83,727.04	
7	\$41.96	\$82,918.08	\$43.43	\$85,820.21	
8	\$43.01	\$84,991.03	\$44.52	\$87,965.72	
9	\$44.09	\$87,115.81	\$45.63	\$90,164.86	
10*	\$45.19	\$89,293.70	\$46.77	\$92,418.98	
Transfer Credit Limit	11	\$46.32	\$91,526.04	\$47.94	\$94,729.46
	12	\$47.48	\$93,814.20	\$49.14	\$97,097.69
	13	\$48.66	\$96,159.55	\$50.37	\$99,525.14
	14	\$49.88	\$98,563.54	\$51.63	\$102,013.26
	15	\$51.13	\$101,027.63	\$52.92	\$104,563.60
	16	\$52.41	\$103,553.32	\$54.24	\$107,177.69
	17	\$53.72	\$106,142.15	\$55.60	\$109,857.13
	18	\$55.06	\$108,795.71	\$56.99	\$112,603.56
	19	\$56.44	\$111,515.60	\$58.41	\$115,418.64
	20*	\$57.85	\$114,303.49	\$59.87	\$118,304.11
	21-25	\$59.29	\$117,161.08	\$61.37	\$121,261.71
	26-30	\$60.77	\$120,090.10	\$62.90	\$124,293.26

* Retention bonus following years 5,10, and 20 of service in a position. 1.5% of the 5th, 10th, or 20th year salary.

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.

JMCS Governing Board Approved: June 12, 2024

2024-2025 JMCS Salary Schedule

John Muir Charter Schools
Salary Step Schedule K: Governing Board Stipends

Annual: \$4,289.25
Monthly: \$357.44

JMCS Governing Board Approved: June 12, 2024