

**VISALIA UNIFIED SCHOOL DISTRICT  
COUNSELOR SALARY SCHEDULE  
2020-21 - Effective July 1, 2020 with -0.53% REDUCTION  
195-Day Work Year REDUCED to 194-Day Work Year**

SALARY STEPS	CLASS A	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	56,518	57,903	57,903	58,184	60,453	62,811
2	---	57,903	57,903	60,161	62,509	64,945
3	---	57,903	59,874	62,209	64,635	67,153
4	---	57,903	61,908	64,322	66,830	69,437
5	---	59,874	64,015	66,510	69,103	71,800
6	---	61,908	66,188	68,772	71,451	74,238
7	---	64,015	68,441	71,108	73,883	76,763
8	---	---	70,765	73,528	76,395	79,372
9	---	---	73,172	76,027	78,993	82,072
10	---	---	75,662	78,611	81,676	84,864
11	---	---	---	81,288	84,455	87,748
12	---	---	---	81,288	87,326	90,734
13	---	---	---	81,288	90,293	93,816
14	---	---	---	84,050	93,363	97,008
15	---	---	---	84,050	93,363	97,008
16	---	---	---	86,907	96,538	100,307
17	---	---	---	86,907	96,538	100,307
18	---	---	---	89,863	99,821	103,716
*Longevity 24				91,853	101,811	105,706
*Longevity 28				93,842	103,800	107,695
*Longevity 32				95,831	105,789	109,685

All figures rounded to the nearest \$1.00.

**Class A:** BA/BS Degree, Short Term Permit, Provisional Intern Permit, or Credential Waiver.

**Class I** BA/BS Degree, Intern Credential or designated subject credential without BA/BS Degree.

**Class II:** BA/BS Degree, any regular credential, with or without 30 upper division or graduate semester units taken after the BA/BS; or BA/BS Degree and designated subject credential with or without 30 units.

**Class III:** BA/BS Degree, regular credential or designated subjects credential, and either 45 upper division or graduate semester units taken after the BA/BS. You may also qualify with a MA Degree.

**Class IV:** BA/BS Degree, regular credential or designated subjects credential, and either 60 upper division or graduate semester units (15 of the 60 must be graduate level) taken after the BA/BS. You may also qualify with a MA Degree with 12 upper division or graduate semester units taken after the MA Degree (6 of the 12 must be graduate level).

**Class V:** BA/BS Degree, regular credential or designated subject credential, and either 75 upper division or graduate semester units including the MA Degree (but taken after the BA/BS degree). You may also qualify with a MA Degree with 24 upper division or graduate semester units taken after the MA Degree (12 of the 24 must be graduate level).

\*Longevity steps (24, 28 and 32) are fixed at \$2,000 for the 24th year of service, \$4,000 for the 28th year of service and \$6,000 for the 32nd year of total full time credited service. Only unit members in Class III, IV or V are eligible for longevity step pay. Longevity step pay is not cumulative; unit members receive either Step 24 pay, Step 28 pay or Step 32 pay but not all three. Longevity step pay is added to the unit member's step 18 salary. Longevity step pay amounts are not automatically subject to negotiated changes to the salary schedule. All units must be earned at an accredited educational institution.

Professional Development Units: The following Visalia Unified School District policy will be effective on January 1, 2018. College units for professional development (up to a maximum of 15 semester units per teacher/counselor career) accrued after January 1, 2018, will be counted towards Class increases on the salary schedule for certificated employees. Appeals for additional college level professional development units beyond the 15 unit maximum may be sent to the Assistant Superintendent of Human Resources Development. Appeals will be considered on a case by case basis. Individuals enrolled in a concurrent BA/BS and MA/MS program will need to appeal to the Assistant Superintendent of Human Resources Development.

Lower Division Units: The following Visalia Unified School District policy will be effective on June 1, 2018. Lower division units related to professional growth may be substituted for upper division units upon approval by the Assistant Superintendent of Human Resources Development. These units must be related to Board Goals, Site/Department Goals, or Professional Development Goals. A maximum of 15 lower division units may be counted towards Class increases on the salary schedule.