

**VISALIA UNIFIED SCHOOL DISTRICT
COUNSELOR SALARY SCHEDULE
2019-20 - Effective July 1, 2019 with 3.26% COLA and 0.75% Salary Study Adjustment (4.01%)
195-Day Work Year**

SALARY STEPS	CLASS A	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	56,819	58,212	58,212	58,494	60,775	63,146
2	---	58,212	58,212	60,482	62,842	65,291
3	---	58,212	60,193	62,540	64,979	67,511
4	---	58,212	62,238	64,665	67,186	69,807
5	---	60,193	64,356	66,864	69,471	72,183
6	---	62,238	66,541	69,138	71,832	74,634
7	---	64,356	68,806	71,487	74,277	77,172
8	---	---	71,142	73,920	76,802	79,795
9	---	---	73,562	76,432	79,414	82,509
10	---	---	76,065	79,030	82,111	85,316
11	---	---	---	81,721	84,905	88,216
12	---	---	---	81,721	87,791	91,217
13	---	---	---	81,721	90,774	94,316
14	---	---	---	84,498	93,860	97,525
15	---	---	---	84,498	93,860	97,525
16	---	---	---	87,370	97,052	100,841
17	---	---	---	87,370	97,052	100,841
18	---	---	---	90,342	100,353	104,269
*Longevity 24				92,342	102,353	106,269
*Longevity 28				94,342	104,353	108,269
*Longevity 32				96,342	106,353	110,269

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.