

**VISALIA UNIFIED SCHOOL DISTRICT
COUNSELOR SALARY SCHEDULE
2023-24 - Effective July 1, 2023 with 10.09% (8.22% + 1.87%) COLA
195-Day Work Year**

SALARY STEPS	CLASS A	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	70,399	72,124	72,124	72,474	75,300	78,238
2	---	72,124	72,124	74,937	77,861	80,895
3	---	72,124	74,579	77,487	80,509	83,646
4	---	72,124	77,114	80,120	83,242	86,491
5	---	74,579	79,737	82,844	86,074	89,434
6	---	77,114	82,444	85,661	88,999	92,472
7	---	79,737	85,250	88,573	92,029	95,616
8	---	---	88,144	91,586	95,157	98,865
9	---	---	91,142	94,698	98,394	102,228
10	---	---	94,245	97,917	101,735	105,706
11	---	---	---	101,252	105,198	109,300
12	---	---	---	101,252	108,773	113,017
13	---	---	---	101,252	112,469	116,857
14	---	---	---	104,693	116,292	120,834
15	---	---	---	108,253	120,247	124,942
16	---	---	---	111,933	124,337	129,188
*Longevity 22				113,933	126,337	131,188
*Longevity 26				115,933	128,337	133,188
*Longevity 30				117,933	130,337	135,188

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 (22, 26 and 30) are fixed at \$2,000 for the 22nd year of service, \$4,000 for the 26th year of service and \$6,000 for the 30th 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 22 pay, Step 26 pay or Step 30 pay but not all three. Longevity step pay is added to the unit member's step 16 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.