

**MASTER SALARY SCHEDULE
HIGH SCHOOL COUNSELORS/HIGH SCHOOL SOCIAL WORKERS
2023 - 2024 (Interim and Indefinite) (5% Retro to 7/1/2023)**

Year	PPS Credential	PPS Credential with 184 units and MA	PPS Credential with 200 units and MA
1	76,658	82,255	88,052
2	82,255	88,052	91,639
3	88,052	91,639	95,168
4	91,639	95,169	98,780
5	95,169	98,780	102,730
6	98,780	102,730	106,681
7	102,730	106,682	110,944
8	106,682	110,947	115,333
9	110,947	115,333	119,982
10	115,333	119,984	124,787
11	115,333	119,984	124,787
12	115,333	119,984	124,787
13	115,333	119,984	124,787
14	115,333	119,984	124,787
15	121,356	126,466	131,872
16	121,356	126,466	131,872
17	121,356	126,466	131,872
18	121,356	126,466	131,872
19	126,188	131,616	137,240
20	126,188	131,616	137,240
21	131,228	136,871	142,717
	200 Days	200 Days	200 Days

- *Effective July 1, 2000, anniversary increments shall no longer be applied. All future salary adjustments shall depend upon negotiated settlements.
- *For unit members hired on, or after, July 1, 2000, credit shall be given for ten (10) years of previous verified and eligible experience outside of Hawthorne. One of these increments may be for military experience. No credit shall be given for parochial, private or non-public school experience.
- *A unit member shall have taught at least seventy-five percent of the school year to advance a step on the salary schedule.
- *Intent to complete requirements to move into another salary schedule column shall be received by the Human Resources Office by March 15th. Movement can be made only one time per year. Official transcripts must be provided to prove eligibility to move, if intent has been filed by the previous March 15th. No exceptions shall be made.
- *Unit credit and degrees granted for advancement on the salary schedule shall only be accepted from accredited colleges and universities as recognized by the California Commission on Teacher Credentialing.
- *Prior written approval must be obtained to receive credit for junior college courses and workshops.
- *Unit members employed after March 27, 1991, who are on an emergency credential shall be placed on the first column. No progression will be made to another column until a preliminary credential or a clear credential is attained.
- *Effective July 1, 2016, an annual stipend of \$1,500 shall be paid to unit members who have earned an Ed.D or Ph.D.