

**MASTER SALARY SCHEDULE
SCHOOL COUNSELORS/SCHOOL SOCIAL WORKERS (K - 8th grade)
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	72,058	77,320	82,770
2	77,320	82,770	86,140
3	82,768	86,140	89,457
4	86,140	89,459	92,854
5	89,459	92,854	96,567
6	92,854	96,567	100,279
7	96,567	100,281	104,289
8	100,281	104,290	108,414
9	104,290	108,414	112,785
10	108,414	112,786	117,301
11	108,414	112,786	117,301
12	108,414	112,786	117,301
13	108,414	112,786	117,301
14	108,414	112,786	117,301
15	114,074	118,878	123,959
16	114,074	118,878	123,959
17	114,074	118,878	123,959
18	114,074	118,878	123,959
19	118,617	123,722	129,008
20	118,617	123,722	129,008
21	123,354	128,658	134,153
	188 days	188 days	188 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.