

**MASTER SALARY SCHEDULE  
SPEECH AND LANGUAGE PATHOLOGISTS (197 DAYS)  
2023 - 2024 (Interim and Indefinite) (5% Retro to 7/1/2023)**

Year	Reg. Credential w/168 Units OR MA	Reg. Credential w/184 Units & MA	Reg. Credential w/200 Units & MA
1	72,742	75,828	79,051
2	75,828	79,051	82,406
3	79,051	82,406	85,908
4	82,406	85,908	89,561
5	85,908	89,561	93,359
6	89,561	93,359	97,329
7	93,359	97,329	101,462
8	97,329	101,462	105,769
9	101,462	105,769	110,265
10	105,769	110,265	114,947
11	110,265	114,947	119,831
12	114,947	119,831	124,922
13	114,947	119,831	124,922
14	114,947	119,831	124,922
15	114,947	119,831	124,922
16	119,831	124,922	130,225
17	119,831	124,922	130,225
18	119,831	124,922	130,225
19	119,831	124,922	130,225
20	124,922	130,225	135,759
21	130,225	135,759	141,524
	197 Days	197 Days	197 Days

- \*Effective July 1, 2000, anniversary increments shall no longer be applied. All future salary adjustments shall depend upon negotiated settlements. Future salary increases shall be based upon the unit members location on the salary schedule.
- \*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. Creditable service may be given for non-public school experience, with the exception of parochial/private 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.
- \*An annual stipend of \$2,000 shall be paid to Speech and Language Pathologists who hold a Certificate of Clinical Competence.
- \*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.