

**MASTER SALARY SCHEDULE
SPEECH AND LANGUAGE PATHOLOGISTS (181 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	66,834	69,670	72,631
2	69,670	72,631	75,713
3	72,631	75,713	78,931
4	75,713	78,931	82,286
5	78,931	82,286	85,777
6	82,286	85,777	89,424
7	85,777	89,424	93,221
8	89,424	93,221	97,179
9	93,221	97,179	101,309
10	97,179	101,309	105,611
11	101,309	105,611	110,099
12	105,611	110,099	114,776
13	105,611	110,099	114,776
14	105,611	110,099	114,776
15	105,611	110,099	114,776
16	110,099	114,776	119,649
17	110,099	114,776	119,649
18	110,099	114,776	119,649
19	110,099	114,776	119,649
20	114,776	119,649	124,733
21	119,649	124,733	130,030
	181 Days	181 Days	181 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.