* Important Note: Letters do not correspond to years of experience. Counselors new to Peak to Peak receive one step for every 3 years of verified prior K-12 counseling experience in the appropriate column, and starting salaries are not negotiable. National Board Certified counselors will receive an additional 5% of the salary step placement.

PEAK TO PEAK CHARTER SCHOOL
2024-25 COUNSELOR PAY SCALES*

MASTERS		PEAK OPTION**	
Step	2024-25	Step	2024-25
A	$66,074	A	N/A
B	$67,396	B	N/A
C	$68,743	C	N/A
D	$70,118	D	N/A
E	$71,521	E	N/A
F	$72,950	F	N/A
G	$74,409	G	N/A
H	$75,898	H	$83,488
I	$77,415	I	$85,157
J	$78,964	J	$86,861
K	$80,542	K	$88,596
L	$82,154	L	$90,369
M	$83,798	M	$92,178
N	$85,475	N	$94,022
O	$87,184	O	$95,903
P	$88,927	P	$97,819
Q	$90,705	Q	$99,775
R	$92,520	R	$101,772
S	$94,371	S	$103,809
T	$96,257	T	$105,883
U	$98,181	U	$107,999
V	$100,145	V	$110,159
W	$102,148	W	$112,362
X	$104,191	X	$114,610
Y	$106,274	Y	$116,902
Z	$108,400	Z	$119,240

** Peak Option criteria are intentionally designed to be highly rigorous and reflective of professional work that has a direct and positive impact on student achievement, school culture, and Peak to Peak's vision and mission. Eligibility for Peak Option begins after seven years of service with Peak to Peak. From beginning to end, the process to apply and be approved for the Peak Option will minimally take one school year. Teachers and counselors may also work toward the Peak Option over several years. Specific criteria to meet Peak Option are outlined in the Flowchart for Qualifying for Peak Option payscale document.