

Menlo Park City School District  
2023-2024 Salary Schedule for Unrepresented Non-Management

Position	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
<b>Certificated:</b>												
Psychologist, Wellness & Mental Health Lead * (191 days)	\$ 113,360	\$ 117,893	\$ 122,611	\$ 127,515	\$ 132,615	\$ 137,919	\$ 143,438	\$ 149,176	\$ 155,140	\$ 161,348	\$ 167,801	\$ 174,514
Counselor, Elementary Schools* (189 days)	\$ 106,921	\$ 111,196	\$ 115,646	\$ 120,271	\$ 125,084	\$ 130,088	\$ 135,290	\$ 140,702	\$ 146,328	\$ 152,181	\$ 158,271	\$ 164,601
Counselor, Middle School and Administrative Counselors* (199 days)	\$ 112,577	\$ 117,080	\$ 121,765	\$ 126,635	\$ 131,703	\$ 136,971	\$ 142,448	\$ 148,147	\$ 154,070	\$ 160,234	\$ 166,645	\$ 173,310
<b>Classified:</b>												
Confidential Exec. Asst/Secretary to Supt (12 months)	\$ 101,605	\$ 104,146	\$ 106,747	\$ 109,416	\$ 112,153	\$ 114,955	\$ 117,829	\$ 120,775	\$ 123,795	\$ 126,890	\$ 130,062	\$ 133,313
monthly rates:	\$ 8,467	\$ 8,679	\$ 8,896	\$ 9,118	\$ 9,346	\$ 9,580	\$ 9,819	\$ 10,065	\$ 10,316	\$ 10,574	\$ 10,838	\$ 11,109
hourly rates:	\$ 48.85	\$ 50.07	\$ 51.32	\$ 52.60	\$ 53.92	\$ 55.27	\$ 56.65	\$ 58.07	\$ 59.52	\$ 61.00	\$ 62.53	\$ 64.09
Budget/Fiscal Analyst	\$ 112,379	\$ 116,274	\$ 120,269	\$ 124,363	\$ 128,559	\$ 132,860	\$ 137,268	\$ 141,786	\$ 146,419	\$ 150,079		
monthly rates:	\$ 9,365	\$ 9,690	\$ 10,022	\$ 10,364	\$ 10,713	\$ 11,072	\$ 11,439	\$ 11,816	\$ 12,202	\$ 12,507		
hourly rates:	\$ 54.03	\$ 55.90	\$ 57.82	\$ 59.79	\$ 61.81	\$ 63.87	\$ 65.99	\$ 68.17	\$ 70.39	\$ 72.15		
Occupational/Physical/Behavior Therapist (189 work days + 14 paid holidays + paid vacation per CSEA schedule, varies by individual)**	\$ 92,045	\$ 95,716	\$ 99,543	\$ 104,295	\$ 108,468	\$ 114,041	\$ 118,599	\$ 123,786	\$ 128,742	\$ 134,364	\$ 139,740	\$ 145,843
daily rates:	\$ 436.63	\$ 454.04	\$ 472.19	\$ 491.10	\$ 510.75	\$ 531.14	\$ 552.37	\$ 574.44	\$ 597.44	\$ 621.28	\$ 646.14	\$ 671.93
hourly rates:	\$ 54.58	\$ 56.76	\$ 59.02	\$ 61.39	\$ 63.84	\$ 66.39	\$ 69.05	\$ 71.81	\$ 74.68	\$ 77.66	\$ 80.77	\$ 83.99

**\*Psychologist & Counselor Stipends:**

Masters Degree = \$2,500

PhD EdD or Equivalent = \$3,000

**Recent Revision History:**

3.0% salary increase retro-effective July 1, 2023

Date of Board Meeting Proposal: May 9, 2024

Administrative Counselors -199 days starting 2024-25

Confidential Exec. Asst/Secretary to Supt-added step 11 and 12 retro to July 1, 2023

Approved under Action at the Board Meeting on December 19, 2024

**\*\*Occupational Therapists are paid vacation days per Article V of the CSEA contract. Vacation has been simulated and included in annual salary above, but actual salary will depend on the individual's years of service with the District.**