



# Higley Unified School District

## School Counselor Salary Guidelines

### 2025 – 2026 SCHOOL YEAR

|                 |  |
|-----------------|--|
| <b>\$49,807</b> | <b>BASE SALARY</b> <ul style="list-style-type: none"> <li>▪ 190 DAY CONTRACT 1<sup>ST</sup> YEAR – 186 DAYS AFTER 1<sup>ST</sup> YEAR</li> </ul>   |
| <b>\$8,597</b>  | <b>CLASSROOM SITE FUND BASE</b> <ul style="list-style-type: none"> <li>▪ PAID CONCURRENTLY WITH BASE PAY</li> <li>▪ BASED ON START DATE AND FULL-TIME EQUIVALENCY</li> </ul>   |
| \$              | <b>+ EXPERIENCE</b> <ul style="list-style-type: none"> <li>▪ ____ yrs. X \$350/yr.</li> <li>▪ 10 YEARS MAX.</li> </ul>   |
| \$              | <b>+ ADDITIONAL EDUCATION</b> <ul style="list-style-type: none"> <li>▪ \$500 – MASTER’S DEGREE</li> <li>▪ \$1,000 – DOCTORATE DEGREE</li> </ul>  |
| \$              | <b>+ ADDITIONAL EDUCATIONAL CREDITS</b> <ul style="list-style-type: none"> <li>▪ \$65/CREDIT RELEVANT EDU CREDITS EARNED BEYOND BACHELOR’S DEGREE AFTER CERTIFICATION</li> <li>▪ \$65/CREDIT RELEVANT EDU CREDITS EARNED BEYOND MASTER’S DEGREE AFTER CERTIFICATION (MAX. 86)</li> </ul> |
| \$              | <b>+ NATIONAL BOARD CERTIFICATION</b> <ul style="list-style-type: none"> <li>▪ \$2,500 ANNUALLY</li> </ul>   |
| <b>\$</b>       | <b>TOTAL 25/26 SCHOOL YEAR CONTRACT AMOUNT</b>   |
| <b>\$2,000</b>  | <b>+ SUPPLEMENTAL PAY</b> <ul style="list-style-type: none"> <li>▪ MUST STILL BE EMPLOYED AND IN GOOD STANDING ON OCTOBER 31</li> <li>▪ BASED ON START DATE AND FULL-TIME EQUIVALENCY</li> </ul>   |
| <b>\$2,000</b>  | <b>+ PERFORMANCE PAY</b> <ul style="list-style-type: none"> <li>▪ EARNED BASED ON EVALUATION SYSTEM AND DISTRICT PERFORMANCE OR COMPLIANCE</li> <li>▪ BASED ON START DATE AND FULL-TIME EQUIVALENCY</li> </ul>   |
| <b>\$</b>       | <b>TOTAL AVAILABLE 25/26 SCHOOL YEAR COMPENSATION</b>  |

ALL AMOUNTS LISTED ABOVE SHALL BE PRORATED BASED ON START DATE AND FULL-TIME EQUIVALENCY (FTE). ALL INFORMATION WILL BE VERIFIED BY THE HUMAN RESOURCES DEPARTMENT TO DETERMINE ELIGIBILITY. FINAL CONTRACT AMOUNTS WILL BE ESTABLISHED BY THE HUMAN RESOURCES DEPARTMENT AND APPROVED BY THE HUSD GOVERNING BOARD.

**Additional Benefits:**

- **Paid Employee Insurance Benefits:** available for all eligible employee working 30 or more hours per week
- **Voluntary Health Benefits:** vision & short term disability – eligible employees working 20 or more hours per week
- **Arizona State Retirement:** employees working at least 20 hrs/week for 20 weeks are automatically enrolled in Arizona Statement Retirement System (ASRS). HUSD matches the employees contribution
- **Professional Development Opportunities**
- **Mentorship program for new teachers**
- **Salary Advancement:** qualifying professional development and/or college coursework