

**MASTER SALARY SCHEDULE
SCHOOL COUNSELORS/SCHOOL SOCIAL WORKERS (K - 8th grade)
2025 - 2026 (Interim and Indefinite)**

Year	PPS Credential	PPS Credential with 184 units and MA	PPS Credential with 200 units and MA
1	73,500	78,866	84,426
2	78,866	84,426	87,863
3	84,424	87,863	91,246
4	87,863	91,248	94,711
5	91,248	94,711	98,499
6	94,711	98,499	102,285
7	98,499	102,287	106,375
8	102,287	106,376	110,582
9	106,376	110,582	115,040
10	110,582	115,041	119,647
11	110,582	115,041	119,647
12	110,582	115,041	119,647
13	110,582	115,041	119,647
14	110,582	115,041	119,647
15	116,356	121,255	126,438
16	116,356	121,255	126,438
17	116,356	121,255	126,438
18	116,356	121,255	126,438
19	120,990	126,196	131,588
20	120,990	126,196	131,588
21	125,821	131,231	136,836
	188 days	188 days	188 days

- *Effective July 1, 2000, anniversary increments shall no longer be applied. All future salary adjustments shall depend upon negotiated settlements.
- *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. No credit shall be given for parochial, private or non-public 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.
- *Unit members employed after March 27, 1991, who are on an emergency credential shall be placed on the first column. No progression will be made to another column until a preliminary credential or a clear credential is attained.
- *Effective July 1, 2024, an annual stipend of \$2,000 shall be paid to unit members who have earned an Ed.D or Ph.D.