

**MASTER SALARY SCHEDULE
HIGH SCHOOL COUNSELORS/HIGH SCHOOL SOCIAL WORKERS
2025 - 2026 (Interim and Indefinite)**

Year	PPS Credential	PPS Credential with 184 units and MA	PPS Credential with 200 units and MA
1	78,192	83,900	89,813
2	83,900	89,813	93,472
3	89,813	93,472	97,071
4	93,472	97,072	100,755
5	97,072	100,755	104,784
6	100,755	104,784	108,815
7	104,784	108,816	113,163
8	108,816	113,166	117,640
9	113,166	117,640	122,382
10	117,640	122,383	127,283
11	117,640	122,383	127,283
12	117,640	122,383	127,283
13	117,640	122,383	127,283
14	117,640	122,383	127,283
15	123,783	128,996	134,509
16	123,783	128,996	134,509
17	123,783	128,996	134,509
18	123,783	128,996	134,509
19	128,712	134,249	139,985
20	128,712	134,249	139,985
21	133,853	139,608	145,571
	200 Days	200 Days	200 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.