

Newport-Mesa Unified School District
2025-2026 Elementary Counselor/Teacher Salary Schedule

188 Days

Includes 2.0% COLA effective August 1, 2025

Salary schedule #44

	Column 1	Column A	Column B	Column C	Column D	Column E	Column F	Column G
Years/Step	Intern, Emergency	BA+30 or Credential	BA+45	BA + 60 or Masters	BA + 75 and Masters	BA +75, Masters and **Ntnl Board Certification	BA +75, Masters & *Doctorate	BA +75, Masters, & *Doctorate, & **Ntnl Board Certification
1	\$67,824	\$73,250	\$78,744	\$81,894	\$85,170	\$86,873	\$88,577	\$90,280
2	\$70,537	\$76,180	\$81,894	\$85,170	\$88,577	\$90,348	\$92,120	\$93,891
3	\$73,358	\$79,227	\$85,170	\$88,577	\$92,120	\$93,962	\$95,805	\$97,647
4	\$76,292	\$82,396	\$88,577	\$92,120	\$95,805	\$97,720	\$99,637	\$101,553
5	\$79,344	\$85,692	\$92,120	\$95,805	\$99,637	\$101,629	\$103,622	\$105,615
6	\$79,344	\$89,120	\$95,805	\$99,637	\$103,622	\$105,694	\$107,767	\$109,840
7	\$79,344	\$92,685	\$99,637	\$103,622	\$107,767	\$109,922	\$112,078	\$114,234
8	\$79,344	\$96,392	\$103,622	\$107,767	\$112,078	\$114,319	\$116,561	\$118,803
9	\$79,344	\$100,248	\$107,767	\$112,078	\$116,561	\$118,892	\$121,223	\$123,555
10	\$79,344	\$104,258	\$112,078	\$116,561	\$121,223	\$123,648	\$126,072	\$128,497
11	\$79,344	\$104,258	\$116,561	\$121,223	\$126,072	\$128,594	\$131,115	\$133,637
12	\$79,344	\$104,258	\$121,223	\$126,072	\$131,115	\$133,738	\$136,360	\$138,982
13	\$79,344	\$104,258	\$121,223	\$126,072	\$131,115	\$133,738	\$136,360	\$138,982
14	\$79,344	\$104,258	\$121,223	\$126,072	\$131,115	\$133,738	\$136,360	\$138,982
15	\$79,344	\$104,258	\$121,223	\$126,072	\$131,115	\$133,738	\$136,360	\$138,982
16	\$79,344	\$104,258	\$121,223	\$131,115	\$136,360	\$139,088	\$141,814	\$144,541
17	\$79,344	\$104,258	\$121,223	\$131,115	\$136,360	\$139,088	\$141,814	\$144,541
18	\$79,344	\$104,258	\$121,223	\$131,115	\$136,360	\$139,088	\$141,814	\$144,541
19	\$79,344	\$104,258	\$121,223	\$131,115	\$136,360	\$139,088	\$141,814	\$144,541
20	\$79,344	\$104,258	\$121,223	\$136,360	\$141,814	\$144,652	\$147,487	\$150,323
21	\$79,344	\$104,258	\$121,223	\$136,360	\$141,814	\$144,652	\$147,487	\$150,323
22	\$79,344	\$104,258	\$121,223	\$136,360	\$141,814	\$144,652	\$147,487	\$150,323
23	\$79,344	\$104,258	\$121,223	\$136,360	\$141,814	\$144,652	\$147,487	\$150,323
24	\$79,344	\$104,258	\$121,223	\$141,814	\$147,487	\$150,438	\$153,386	\$156,336
25	\$79,344	\$104,258	\$121,223	\$141,814	\$147,487	\$150,438	\$153,386	\$156,336
26	\$79,344	\$104,258	\$121,223	\$141,814	\$147,487	\$150,438	\$153,386	\$156,336
27	\$79,344	\$104,258	\$121,223	\$141,814	\$147,487	\$150,438	\$153,386	\$156,336
28	\$79,344	\$104,258	\$121,223	\$141,814	\$153,386	\$156,456	\$159,521	\$162,589

ADDITIONAL ELEMENTS:

*Doctorate will be limited to a degree in education or the specific teaching discipline
 **National Board certification from the National Board for Professional Teaching, Psychology, Behavioral Analysis, the National Board for Certified Counselors, or the National Board Certification for School Nurses.
 ** National Board in relation to position (See Article 12)

BCLAD = \$1,500.00 per year

Hourly = \$51.36

Substitute (daily) = \$175.00 Long Term - \$185.00 Extended Long Term - \$200.00

(Effective November 10, 2021)

EXPERIENCE:

Upon initial employment for all unit members hired after July 1, 2000, credit for service outside the District shall be allowed on the salary schedule at the rate of one(1) year for each year equivalent to 75% or more of a contract year of school employment in an accredited institution while serving under a preliminary or professional clear credential up to a maximum of 13 years.

Beginning the 2004-05 school year, upon initial employment of shortage area teachers (agreed upon by District and Federation), Special Ed. teachers, psychologists, and Language/Speech/Hearing specialists, the District will accept year for year service credit including years of service with an emergency permit.

ACCEPTABILITY OF COLLEGE/UNIVERSITY UNITS:

(for initial placement)

Only upper division or graduate level course work (acceptable towards an advanced degree or credential) over and above the bachelors degree will be considered for initial placement.

Lower division coursework will be given in education and shortage areas within bachelors degree. Supporting transcripts for initial column placement must be submitted by the unit member within 45 days of the date of his/her employment.

PROFESSIONAL GROWTH: (for current employees)

All Professional Growth Units must be approved by the Prof. Growth Committee in advance (pre-approved) of the unit member earning the units except for units sponsored by the District.

Unit members shall be advanced on the salary schedule on the basis of approved educational and professional growth units, verified by transcript forms/or District approved verification forms, which the unit member completes beyond the requirements of the bachelors degree.

Certificated unit members may submit unit verification at any time. Units submitted during a month will be effective on the first day of the next month for salary placement purposes and shall be paid on the next regular payroll check at the end of the month.