



2026-2027 Certified School-Based Support Staff Initial Placement Compensation Guide

Starting Base Salary					
Counselor	Academy/ Instructional Coach	Librarian	Social Worker	Student Support Specialist	TOSA
\$55,430	\$60,857	\$55,430	\$58,171	\$54,957	\$55,430
196 Days					

Base Salary:	Experience + Education includes a portion of classroom site funds (CSF)
---------------------	--

<u>Additional Compensation:</u>	
Prop 301 (CSF):	\$350 - paid on first check
Prop 301 (CSF):	\$3,900- paid ½ in December and ½ in March
Pay for Performance:	up to \$4,000 - paid ½ in December and ½ in June
TOSA:	TOSA stipend available in consideration of extra duties
National Board Certification:	Stipend of \$3,850 per year so long as certification is held

<u>Additional Compensation and Benefits:</u>	
Earned Leave:	Discretionary, Sick Leave, Vacation in accordance with work calendar, policy and contract
Employee Medical :	District contribution of \$803.25/month towards employee's medical plan (must work 30 hrs/week)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 11.98% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

2026-2027 Certified School-Based Support Staff Initial Placement Compensation Guide

Counselor/ Librarian/ TOSA	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$55,430	\$58,424	\$63,413
1	\$55,538	\$58,532	\$63,521
2	\$55,754	\$58,748	\$63,737
3	\$55,970	\$58,964	\$63,953
4	\$56,348	\$59,342	\$64,331
5	\$56,888	\$59,882	\$64,871
6	\$57,536	\$60,530	\$65,519
7	\$58,292	\$61,286	\$66,275
8	\$59,048	\$62,042	\$67,031
9	\$59,912	\$62,906	\$67,895
10	\$60,776	\$63,770	\$68,759
11	\$61,802	\$64,796	\$69,785
12	\$62,828	\$65,822	\$70,811

Academy/ Instructional Coach	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$60,857	\$63,851	\$68,840
1	\$60,965	\$63,959	\$68,948
2	\$61,181	\$64,175	\$69,164
3	\$61,397	\$64,391	\$69,380
4	\$61,775	\$64,769	\$69,758
5	\$62,315	\$65,309	\$70,298
6	\$62,963	\$65,957	\$70,946
7	\$63,719	\$66,713	\$71,702
8	\$63,795	\$66,788	\$71,778
9	\$64,659	\$67,652	\$72,642
10	\$65,523	\$68,516	\$73,506
11	\$66,549	\$69,542	\$74,532
12	\$67,575	\$70,568	\$75,558

Social Worker	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$58,171	\$61,165	\$66,154
1	\$58,279	\$61,273	\$66,262
2	\$58,495	\$61,489	\$66,478
3	\$58,873	\$61,867	\$66,856
4	\$59,413	\$62,407	\$67,396
5	\$60,061	\$63,055	\$68,044
6	\$60,763	\$63,757	\$68,746
7	\$61,573	\$64,567	\$69,556
8	\$62,383	\$65,377	\$70,366
9	\$63,247	\$66,241	\$71,230
10	\$64,273	\$67,267	\$72,256
11	\$65,299	\$68,293	\$73,282
12	\$66,325	\$69,319	\$74,308

SSS	No Degree	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$53,308	\$54,957	\$57,951	\$62,940
1	\$53,416	\$55,065	\$58,059	\$63,048
2	\$53,632	\$55,281	\$58,275	\$63,264
3	\$53,848	\$55,659	\$58,653	\$63,642
4	\$54,226	\$56,199	\$59,193	\$64,182
5	\$54,766	\$56,847	\$59,841	\$64,830
6	\$55,414	\$57,549	\$60,543	\$65,532
7	\$56,170	\$58,359	\$61,353	\$66,342
8	\$56,926	\$59,169	\$62,163	\$67,152
9	\$57,790	\$60,033	\$63,027	\$68,016
10	\$58,654	\$61,059	\$64,053	\$69,042
11	\$59,680	\$62,085	\$65,079	\$70,068
12	\$60,706	\$63,111	\$66,105	\$71,094