

**Menlo Park City School District**  
**2024-25 Salary Schedule for Unrepresented Non-Management v2**

| Position                                                                                                                                  | Step 1     | Step 2     | Step 3     | Step 4     | Step 5     | Step 6     | Step 7     | Step 8     | Step 9     | Step 10    | Step 11    | Step 12    |
|-------------------------------------------------------------------------------------------------------------------------------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| <b>Certificated:</b>                                                                                                                      |            |            |            |            |            |            |            |            |            |            |            |            |
| Psychologist, Wellness & Mental Health Lead * (191 days)                                                                                  | \$ 117,327 | \$ 122,020 | \$ 126,902 | \$ 131,978 | \$ 137,257 | \$ 142,746 | \$ 148,458 | \$ 154,397 | \$ 160,570 | \$ 166,995 | \$ 173,674 | \$ 180,622 |
| Counselor, Elementary Schools* (189 days)                                                                                                 | \$ 110,663 | \$ 115,088 | \$ 119,693 | \$ 124,481 | \$ 129,462 | \$ 134,641 | \$ 140,025 | \$ 145,627 | \$ 151,449 | \$ 157,508 | \$ 163,811 | \$ 170,362 |
| Counselor, Middle School and Administrative Counselors* (199 days)                                                                        | \$ 116,518 | \$ 121,177 | \$ 126,026 | \$ 131,067 | \$ 136,312 | \$ 141,765 | \$ 147,434 | \$ 153,332 | \$ 159,463 | \$ 165,842 | \$ 172,477 | \$ 179,375 |
| <b>Classified:</b>                                                                                                                        |            |            |            |            |            |            |            |            |            |            |            |            |
| Confidential Exec. Asst/Secretary to Supt (12 months)                                                                                     | \$ 105,161 | \$ 107,791 | \$ 110,483 | \$ 113,246 | \$ 116,078 | \$ 118,979 | \$ 121,953 | \$ 125,002 | \$ 128,127 | \$ 131,331 | \$ 134,614 | \$ 137,979 |
| monthly rates:                                                                                                                            | \$ 8,763   | \$ 8,983   | \$ 9,207   | \$ 9,437   | \$ 9,673   | \$ 9,915   | \$ 10,163  | \$ 10,417  | \$ 10,677  | \$ 10,944  | \$ 11,218  | \$ 11,498  |
| hourly rates:                                                                                                                             | \$ 50.56   | \$ 51.82   | \$ 53.12   | \$ 54.45   | \$ 55.81   | \$ 57.20   | \$ 58.63   | \$ 60.10   | \$ 61.60   | \$ 63.14   | \$ 64.72   | \$ 66.34   |
| Budget/Fiscal Analyst (12 months)                                                                                                         | \$ 120,385 | \$ 124,561 | \$ 128,845 | \$ 133,215 | \$ 137,715 | \$ 142,322 | \$ 147,036 | \$ 151,880 | \$ 156,853 | \$ 160,771 | \$ 164,778 | \$ 168,896 |
| monthly rates:                                                                                                                            | \$ 10,032  | \$ 10,380  | \$ 10,737  | \$ 11,101  | \$ 11,476  | \$ 11,860  | \$ 12,253  | \$ 12,657  | \$ 13,071  | \$ 13,398  | \$ 13,731  | \$ 14,075  |
| hourly rates:                                                                                                                             | \$ 57.88   | \$ 59.89   | \$ 61.94   | \$ 64.05   | \$ 66.21   | \$ 68.42   | \$ 70.69   | \$ 73.02   | \$ 75.41   | \$ 77.29   | \$ 79.22   | \$ 81.20   |
| Occupational/Physical/Behavior Therapist<br>(189 work days + 14 paid holidays + paid vacation per CSEA schedule, varies by individual) ** | \$ 95,267  | \$ 99,067  | \$ 103,027 | \$ 107,945 | \$ 112,264 | \$ 118,033 | \$ 122,750 | \$ 128,118 | \$ 133,248 | \$ 139,066 | \$ 144,631 | \$ 150,948 |
| daily rates:                                                                                                                              | \$ 451.91  | \$ 469.93  | \$ 488.72  | \$ 508.29  | \$ 528.63  | \$ 549.73  | \$ 571.70  | \$ 594.54  | \$ 618.35  | \$ 643.02  | \$ 668.75  | \$ 695.45  |
| hourly rates:                                                                                                                             | \$ 56.49   | \$ 58.74   | \$ 61.09   | \$ 63.54   | \$ 66.08   | \$ 68.72   | \$ 71.46   | \$ 74.32   | \$ 77.29   | \$ 80.38   | \$ 83.59   | \$ 86.93   |

**\*Psychologist & Counselor Stipends:**  
Masters Degree = \$2,500  
PhD EdD or Equivalent = \$3,000

Recent Revision History:  
Board approved on Oct 23, 2025  
- Budget/Fiscal Analyst salary change retro to July 1, 2025  
Board approved on May 8, 2025  
- 3.5% salary increase retro to July 1, 2024

**\*\*Occupational Therapists are paid vacation days per Article V of the CSEA contract. Vacation has been simulated and included in annual salary above, but actual salary will depend on the individual's years of service with the District.**