Menlo Park City School District
2025-26 Salary Schedule for Unrepresented Non-Management

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
Certificated:												
Psychologist, Wellness & Mental Health Lead * (191 days)	$ 121,433	$ 126,291	$ 131,344	$ 136,597	$ 142,061	$ 147,742	$ 153,654	$ 159,801	$ 166,190	$ 172,840	$ 179,753	$ 186,944
Counselor, Elementary Schools* (189 days)	$ 114,536	$ 119,116	$ 123,882	$ 128,838	$ 133,993	$ 139,353	$ 144,926	$ 150,724	$ 156,750	$ 163,021	$ 169,544	$ 176,325
Counselor, Middle School and Administrative Counselors* (199 days)	$ 120,596	$ 125,418	$ 130,437	$ 135,654	$ 141,083	$ 146,727	$ 152,594	$ 158,699	$ 165,044	$ 171,646	$ 178,514	$ 185,653
Classified:												
Confidential Exec. Asst/Secretary to Supt (12 months)	$ 108,846	$ 111,550	$ 114,358	$ 117,229	$ 120,141	$ 123,136	$ 126,214	$ 129,376	$ 132,621	$ 135,928	$ 139,339	$ 142,813
monthly rates:	$ 9,071	$ 9,296	$ 9,530	$ 9,769	$ 10,012	$ 10,261	$ 10,518	$ 10,781	$ 11,052	$ 11,327	$ 11,612	$ 11,901
hourly rates:	$ 52.33	$ 53.63	$ 54.98	$ 56.36	$ 57.76	$ 59.20	$ 60.68	$ 62.20	$ 63.76	$ 65.35	$ 66.99	$ 68.66
Budget/Fiscal Analyst (12 months)	$ 124,613	$ 128,939	$ 133,349	$ 137,883	$ 142,542	$ 147,285	$ 152,173	$ 157,206	$ 162,344	$ 166,400	$ 170,560	$ 174,824
monthly rates:	$ 10,384	$ 10,745	$ 11,112	$ 11,490	$ 11,879	$ 12,274	$ 12,681	$ 13,101	$ 13,529	$ 13,867	$ 14,213	$ 14,569
hourly rates:	$ 59.91	$ 61.99	$ 64.11	$ 66.29	$ 68.53	$ 70.81	$ 73.16	$ 75.58	$ 78.05	$ 80.00	$ 82.00	$ 84.05
Occupational/Physical/Behavior Therapist (204 days) **	$ 95,423	$ 99,226	$ 103,191	$ 107,320	$ 111,612	$ 116,084	$ 120,703	$ 125,533	$ 130,560	$ 135,766	$ 141,201	$ 146,831
daily rates:	$ 467.76	$ 486.40	$ 505.84	$ 526.08	$ 547.12	$ 569.04	$ 591.68	$ 615.36	$ 640.00	$ 665.52	$ 692.16	$ 719.76
hourly rates:	$ 58.47	$ 60.80	$ 63.23	$ 65.76	$ 68.39	$ 71.13	$ 73.96	$ 76.92	$ 80.00	$ 83.19	$ 86.52	$ 89.97

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

Recent Revision History:
Board Approved: June 11, 2026; retroactive to July 1, 2025
- 3.5% salary increase effectvie July , 2025
- Additional 0.5% OFF schedule (one time bonus) - retroactive to July 1, 2025

Board approved on May 8, 2025
- 3.5% salary increase retro to July 1, 2024

***The Occupational/Physical/Behavior Therapist is paid vacation days per Article V of the CSEA contract. Actual salary will depend on the individual's years of service with the District.*