

**VISALIA UNIFIED SCHOOL DISTRICT
COUNSELOR SALARY SCHEDULE
2026-27 - Effective July 1, 2026 with 3.25% COLA
194-Day Work Year**

SALARY STEPS	CLASS A	CLASS I	CLASS II	CLASS III	CLASS IV	CLASS V
1	73,596	75,399	75,399	75,765	78,719	81,791
2	---	75,399	75,399	78,340	81,396	84,568
3	---	75,399	77,965	81,006	84,164	87,444
4	---	75,399	80,616	83,758	87,022	90,418
5	---	77,965	83,358	86,606	89,982	93,495
6	---	80,616	86,188	89,551	93,040	96,671
7	---	83,358	89,121	92,595	96,207	99,957
8	---	---	92,146	95,745	99,477	103,354
9	---	---	95,280	98,998	102,862	106,870
10	---	---	98,524	102,363	106,355	110,505
11	---	---	---	105,850	109,975	114,263
12	---	---	---	105,850	113,712	118,149
13	---	---	---	105,850	117,576	122,163
14	---	---	---	109,447	121,573	126,320
15	---	---	---	113,168	125,707	130,615
16	---	---	---	117,015	129,982	135,054
*Longevity 22				119,015	131,982	137,054
*Longevity 26				121,015	133,982	139,054
*Longevity 30				123,015	135,982	141,054

All figures rounded to the nearest \$1.00.

Class A: BA/BS Degree, Short Term Permit, Provisional Intern Permit, or Credential Waiver.

Class I: BA/BS Degree, Intern Credential or designated subject credential without BA/BS Degree.

Class II: BA/BS Degree, any regular credential, with or without 30 upper division or graduate semester units taken after the BA/BS; or BA/BS Degree and designated subject credential with or without 30 units.

Class III: BA/BS Degree, regular credential or designated subjects credential, and either 45 upper division or graduate semester units taken after the BA/BS. You may also qualify with a MA Degree.

Class IV: BA/BS Degree, regular credential or designated subjects credential, and either 60 upper division or graduate semester units (15 of the 60 must be graduate level) taken after the BA/BS. You may also qualify with a MA Degree with 12 upper division or graduate semester units taken after the MA Degree (6 of the 12 must be graduate level).

Class V: BA/BS Degree, regular credential or designated subject credential, and either 75 upper division or graduate semester units including the MA Degree (but taken after the BA/BS degree). You may also qualify with a MA Degree with 24 upper division or graduate semester units taken after the MA Degree (12 of the 24 must be graduate level).

*Longevity steps (22, 26 and 30) are fixed at \$2,000 for the 22nd year of service, \$4,000 for the 26th year of service and \$6,000 for the 30th year of total full time credited service. Only unit members in Class III, IV or V are eligible for longevity step pay. Longevity step pay is not cumulative; unit members receive either Step 22 pay, Step 26 pay or Step 30 pay but not all three. Longevity step pay is added to the unit member's step 16 salary. Longevity step pay amounts are not automatically subject to negotiated changes to the salary schedule. All units must be earned at an accredited educational institution.

Professional Development Units: The following Visalia Unified School District policy will be effective on January 1, 2018. College units for professional development (up to a maximum of 15 semester units per teacher/counselor career) accrued after January 1, 2018, will be counted towards Class increases on the salary schedule for certificated employees. Appeals for additional college level professional development units beyond the 15 unit maximum may be sent to the Assistant Superintendent of Human Resources Development. Appeals will be considered on a case by case basis. Individuals enrolled in a concurrent BA/BS and MA/MS program will need to appeal to the Assistant Superintendent of Human Resources Development.

Lower Division Units: The following Visalia Unified School District policy will be effective on June 1, 2018. Lower division units related to professional growth may be substituted for upper division units upon approval by the Assistant Superintendent of Human Resources Development. These units must be related to Board Goals, Site/Department Goals, or Professional Development Goals. A maximum of 15 lower division units may be counted towards Class increases on the salary schedule.