MASTER SALARY SCHEDULE
HIGH SCHOOL COUNSELORS/HIGH SCHOOL SOCIAL WORKERS
2026 - 2027 (Interim and Indefinite)

Year	PPS Credential	PPS Credential with 184 units and MA	PPS Credential with 200 units and MA
1	80,537	86,417	92,507
2	86,417	92,507	96,276
3	92,507	96,276	99,983
4	96,276	99,984	103,778
5	99,984	103,778	107,928
6	103,778	107,928	112,079
7	107,928	112,080	116,558
8	112,080	116,561	121,169
9	116,561	121,169	126,054
10	121,169	126,055	131,101
11	121,169	126,055	131,101
12	121,169	126,055	131,101
13	121,169	126,055	131,101
14	121,169	126,055	131,101
15	127,496	132,865	138,544
16	127,496	132,865	138,544
17	127,496	132,865	138,544
18	127,496	132,865	138,544
19	132,573	138,276	144,185
20	132,573	138,276	144,185
21	137,868	143,796	149,939
	200 Days	200 Days	200 Days

*Effective July 1, 2000, anniversary increments shall no longer be applied. All future salary adjustments shall depend upon negotiated settlements.
*For unit members hired on, or after, July 1, 2000, credit shall be given for ten (10) years of previous verified and eligible experience outside of Hawthorne. One of these increments may be for military experience. No credit shall be given for parochial, private or non-public school experience.
*A unit member shall have taught at least seventy-five percent of the school year to advance a step on the salary schedule.
*Intent to complete requirements to move into another salary schedule column shall be received by the Human Resources Office by March 15th. Movement can be made only one time per year. Official transcripts must be provided to prove eligibility to move, if intent has been filed by the previous March 15th. No exceptions shall be made.
*Unit credit and degrees granted for advancement on the salary schedule shall only be accepted from accredited colleges and universities as recognized by the California Commission on Teacher Credentialing.
*Prior written approval must be obtained to receive credit for junior college courses and workshops.
*Unit members employed after March 27, 1991, who are on an emergency credential shall be placed on the first column. No progression will be made to another column until a preliminary credential or a clear credential is attained.
*Effective July 1, 2024, an annual stipend of $2,000 shall be paid to unit members who have earned an Ed.D or Ph.D.