MASTER SALARY SCHEDULE
SCHOOL COUNSELORS/SCHOOL SOCIAL WORKERS (K - 8th grade)
2026 - 2027 (Interim and Indefinite)

Year	PPS Credential	PPS Credential with 184 units and MA	PPS Credential with 200 units and MA
1	75,705	81,232	86,959
2	81,232	86,959	90,499
3	86,956	90,499	93,983
4	90,499	93,986	97,552
5	93,986	97,552	101,454
6	97,552	101,454	105,353
7	101,454	105,356	109,566
8	105,356	109,567	113,899
9	109,567	113,899	118,492
10	113,899	118,493	123,236
11	113,899	118,493	123,236
12	113,899	118,493	123,236
13	113,899	118,493	123,236
14	113,899	118,493	123,236
15	119,846	124,893	130,231
16	119,846	124,893	130,231
17	119,846	124,893	130,231
18	119,846	124,893	130,231
19	124,619	129,982	135,536
20	124,619	129,982	135,536
21	129,596	135,168	140,941
	188 days	188 days	188 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.