SALARY SCHEDULE

COUNSELORS
(K - 8)
2025 - 2026
187 DAYS

ANNUAL SALARY

	STEP	BA + 45 or MA COL. 1	BA + 60 with MA or MA + 15 or BA + 45 with N.B.C. COL. 2	BA + 75 with MA or MA + 30 COL. 3
1	**1**	71,771	73,929	76,153
2	**2**	78,381	80,816	83,178
3	**3**	84,800	87,351	89,978
4	**4**	93,584	97,190	100,780
5	***5**	102,575	110,686	115,479
6	**6**	102,984	111,129	115,941
7	**7**	103,396	111,575	116,404
8	**8**	103,810	112,021	116,870
9	**9**	104,226	112,468	117,338
10	**10**	104,627	112,901	117,793
11	**11**	105,517	113,861	118,795
12	**12**	106,414	114,828	119,804
13	**13**	107,318	115,804	120,823
14	**14**	108,230	116,788	121,850
15	**15**	109,071	117,698	122,797
16	**16**	110,435	119,170	124,332
17	**17**	111,815	120,660	125,886
18	**18**	113,213	122,168	127,459
19	**19**	114,628	123,695	129,053
20	**20**	115,806	125,054	130,474
21	**21**	116,385	125,680	131,126
22	**22**	116,967	126,308	131,782
23	**23**	117,551	126,940	132,441
24	**24**	118,139	127,576	133,102

1. Regular credential required for increments beyond asterisk (*).

2. Only semester units earned after the date the degree was granted will be counted.

3. Vertical progression on this schedule shall take place only at the beginning of the 1st or 2nd semesters.

4. $1,587.60 per year will be paid for an Ed.D., Ph.D., J.D., D.D.S., and M.D. earned from an accredited institution.

5. $659.04 per year will be paid for LDS/CLAD.
   $4,399.22 per year will be paid for BCC/BCLAD.

6. Mileage reimbursement for approved use of personal automobile will be the rate approved by the Board of Education.

7. Permanent unit members on this salary schedule will be paid twelve (12) months each fiscal year regardless of the established work calendar.

BU UT / SAL R / CAL 2B / 50.12+.6

Board Amended: 12/8/2025