

PORTOLA VALLEY SCHOOL DISTRICT
Salary schedule for Unrepresented Confidential Pupil Personnel staff
2026-2027

Position	# of annual work days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
Counselor (Elem School)	190	\$121,675	\$124,663	\$127,652	\$131,182	\$134,441	\$137,699	\$140,960	\$144,762	\$148,291	\$151,824	\$155,618	\$159,510	\$163,499	\$167,585
	<i>per diem:</i>	\$640	\$656	\$672	\$690	\$708	\$725	\$742	\$762	\$780	\$799	\$819	\$840	\$861	\$882
Counselor (Middle School)	194	\$133,132	\$136,460	\$139,872	\$143,368	\$146,952	\$150,626	\$154,392	\$158,251	\$162,209	\$166,264	\$170,420	\$174,681	\$179,047	\$183,523
	<i>per diem:</i>	\$686	\$703	\$721	\$739	\$757	\$776	\$796	\$816	\$836	\$857	\$878	\$900	\$923	\$946
Speech and Language Pathologist	186	\$121,397	\$124,336	\$127,274	\$130,664	\$133,830	\$136,995	\$140,159	\$144,003	\$147,394	\$150,784	\$154,627	\$158,470	\$162,313	\$166,383
	<i>per diem:</i>	\$653	\$668	\$684	\$702	\$720	\$737	\$754	\$774	\$792	\$811	\$831	\$852	\$873	\$895
Psychologist	196	\$139,358	\$142,842	\$146,413	\$150,072	\$153,824	\$157,670	\$161,611	\$165,653	\$169,792	\$174,039	\$178,388	\$182,850		
	<i>per diem:</i>	\$711	\$729	\$747	\$766	\$785	\$804	\$825	\$845	\$866	\$888	\$910	\$933		

Service Award: As recognition of long service to the District, an employee's salary will be increased by an additional 2.5% per year at the beginning of the 11th, 14th, 17th and 20th years of service.

For employees hired after July 1, 2022: District contribution towards health and weflare are as follows: medical up to \$15,200 effective January 1, 2026, \$15,650 effective January 1, 2027; up to family dental; employee only vision benefits. If employee receives evidence of health coverage through spouse/RDP, the employee may receive a \$5,000 annual cash back in lieu of health coverage.

For employees hired prior to July 1, 2022: The District will contribute up to the cost of family coverage for health and dental and employee-only coverage for vision. If employee shows evidence of health coverage through spouse/RDP, the employee may receive \$6,154 in Cash Back in lieu of health coverage.

Stipends:

Master's Degree #1: Add \$2,600
Additional Master's Degree # 2: Add \$2,600
Doctoral Degree: Add \$2,600
National Board Certification: Add \$2,600

Work day:

- Counselor (Elem School): 7.75 hours (7.25 paid hours and 30 minutes unpaid lunch)
- Counselor (Middle School) : 8.25 hours (7.75 paid hours and 30 minutes unpaid lunch)
- Speech and Language Pathologist: 7.75 hours (7.25 paid hours and 30 minutes unpaid lunch)
- Psychologist and Special Education Specialist: 8.50 hours (8 paid hours and 30 minutes unpaid lunch)

(Flexibility in daily schedule may be required periodically for meetings such as, but not limited to, SST, IEP, 504, School Board. A calendar of Work Days for the next school year shall be developed for each individual at the end of preceeding year. The calendar shall be mutually determined by staff member and administrator).

Board Adoption: 6/4/2026

5% increase effective July 1, 2026