



MATRIX 5

COUNSELOR SALARY SCHEDULE 2025-2026

STEP	COL 1	DAILY	COL 2	DAILY	COL 3	DAILY	COL 4	DAILY
	BA+30		BA+45 OR MA		BA+75 or MA w/60		BA+75 w/MA or MA+45	
ENTRY								
1	72,785	373.255	76,484	392.226	82,486	423.003	83,979	430.659
2	75,334	386.326	79,162	405.958	85,372	437.806	86,920	445.743
3	77,968	399.835	81,932	420.164	88,360	453.130	89,963	461.348
4	80,698	413.837	84,799	434.868	91,455	468.998	93,111	477.492
5	83,521	428.312	87,767	450.086	94,653	485.399	96,368	494.197
6	86,444	443.302	90,838	465.838	97,969	502.403	99,742	511.499
7	89,472	458.831	94,017	482.139	101,397	519.987	103,234	529.405
8	92,602	474.881	97,309	499.020	104,944	538.173	106,848	547.936
9	95,842	491.499	100,715	516.486	108,617	557.009	110,587	567.112
10			104,238	534.556	112,418	576.501	114,455	586.949
11					116,355	596.695	118,464	607.506
12					120,427	617.573	122,608	628.759
13							126,901	650.774
14								
15								
16					124,641	639.184	131,344	673.561
17								
18								
22					129,004	661.561	135,941	697.132
26							140,699	721.535
28	98,238	503.785	106,844	547.919	132,230	678.103	150,326	770.902

195 DAYS

Page 70

Doctoral Increment: \$3,500 per year

National Board Certification Increment: \$1,000 per year

California Teacher of the Year: \$1,000 per year, maximum 5 years