

**Appendix A  
Section C**

**2018-19 Elem./Middle School Counselor, Program Specialist, Coordinators,  
Speech Therapists, Work Experience**

**Effective 7-1-18  
Approved 12-12-19**

Step	Class 1 BA	Class 2 BA + 15	Class 3 BA + 30	Class 4 BA + 45	Class 5 BA + 60	Class 6 BA + 75
1	46,174	46,635	47,094	48,479	50,790	50,790
2	48,709	49,171	49,633	51,016	53,324	53,324
3	51,247	51,711	52,174	53,558	55,862	55,921
4	53,787	54,251	54,713	56,099	58,405	58,473
5	53,787	56,789	57,254	58,642	60,942	61,014
6	53,787	59,328	59,789	61,174	63,482	63,560
7	53,787	61,869	62,328	63,715	66,027	66,108
8	53,787	61,869	64,869	66,256	68,564	68,654
9	53,787	61,869	67,404	68,790	71,103	71,197
10	53,787	61,869	69,949	71,333	73,644	73,745
11	53,787	61,869	72,488	73,869	76,182	76,289
12	53,787	61,869	72,488	76,410	78,719	81,195
13	53,787	61,869	72,488	76,410	78,719	81,319
14	53,787	61,869	72,488	76,410	78,719	81,325
15	53,787	61,869	72,488	76,410	78,719	81,330
16	56,288	64,369	74,988	78,912	81,220	83,732
17	56,288	64,369	74,988	78,912	81,220	83,737
18	56,288	64,369	74,988	78,912	81,220	83,743
19	58,788	66,870	77,488	81,413	83,722	86,248
20	58,788	66,870	77,488	81,413	83,722	86,262
21	58,788	66,870	77,488	81,413	83,722	86,286
22	61,290	69,372	79,989	83,914	86,224	88,804
23	61,290	69,372	79,989	83,914	86,224	88,822
24	61,290	69,372	79,989	83,914	86,224	88,839
25	63,790	71,873	82,492	86,414	88,722	91,364
26	63,790	71,873	82,492	86,414	88,722	91,389
27	63,790	71,873	82,492	86,414	88,722	91,412
28	66,291	74,373	84,992	88,915	91,225	93,935
29	66,291	74,373	84,992	88,915	91,225	93,959
30	68,792	76,874	87,491	91,416	93,724	96,485
31	71,293	79,375	89,995	93,918	96,227	99,033

**Masters or National Board Certification:**

**3.1% of Class 3, Step 3 of Appendix A, Section A = \$1496.06**

**2 of: Masters and National Board Certification/Doctorate:**

**6.2% of Class 3, Step 3 of Appendix A, Section A = \$2992.12**

**Elementary/Middle School Head Counselor: Base salary  
multiplied by 1.0230**

**High School Counselor/Alternative School Counselor:  
Base salary multiplied by 1.0104**

**High School Head Counselor/Alternative School Head  
Counselor: Base salary multiplied by 1.0330**