

**Appendix A  
Section C**

**Elem./Middle School Counselor, Program Specialist, Coordinators,  
Work Experience**

**Effective 7-1-19  
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	50,000	50,000	50,000	50,000	52,060	52,060
2	50,000	50,400	50,874	52,291	54,657	54,657
3	52,528	53,004	53,478	54,897	57,259	57,319
4	55,132	55,607	56,081	57,501	59,865	59,935
5	55,132	58,209	58,685	60,108	62,466	62,539
6	55,132	60,811	61,284	62,703	65,069	65,149
7	55,132	63,416	63,886	65,308	67,678	67,761
8	55,132	63,416	66,491	67,912	70,278	70,370
9	55,132	63,416	69,089	70,510	72,881	72,977
10	55,132	63,416	71,698	73,116	75,485	75,589
11	55,132	63,416	74,300	75,716	78,087	78,196
12	55,132	63,416	74,300	78,320	80,687	83,225
13	55,132	63,416	74,300	78,320	80,687	83,352
14	55,132	63,416	74,300	78,320	80,687	83,358
15	55,132	63,416	74,300	78,320	80,687	83,363
16	57,695	65,978	76,863	80,885	83,251	85,825
17	57,695	65,978	76,863	80,885	83,251	85,830
18	57,695	65,978	76,863	80,885	83,251	85,837
19	60,258	68,542	79,425	83,448	85,815	88,404
20	60,258	68,542	79,425	83,448	85,815	88,419
21	60,258	68,542	79,425	83,448	85,815	88,443
22	62,822	71,106	81,989	86,012	88,380	91,024
23	62,822	71,106	81,989	86,012	88,380	91,043
24	62,822	71,106	81,989	86,012	88,380	91,060
25	65,385	73,670	84,554	88,574	90,940	93,648
26	65,385	73,670	84,554	88,574	90,940	93,674
27	65,385	73,670	84,554	88,574	90,940	93,697
28	67,948	76,232	87,117	91,138	93,506	96,283
29	67,948	76,232	87,117	91,138	93,506	96,308
30	70,512	78,796	89,678	93,701	96,067	98,897
31	73,075	81,359	92,245	96,266	98,633	101,509

**Masters or National Board Certification:**

**3.1% of Class 3, Step 3 of Appendix A, Section A = \$1550.00**

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

**6.2% of Class 3, Step 3 of Appendix A, Section A = \$3100.00**

**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**