

**Appendix A
Section L**

Elementary and Middle School Counselors, Coordinators (including Work Experience)

DRAFT

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	68,488	68,488	68,488	68,488	68,488	68,488
2	68,488	68,488	68,488	68,488	69,159	69,159
3	68,488	68,488	68,488	69,463	72,528	72,613
4	69,760	70,362	70,962	72,832	75,902	75,990
5	69,760	73,655	74,330	76,203	79,272	79,368
6	69,760	76,946	77,702	79,572	82,643	82,748
7	69,760	80,245	81,073	82,942	86,012	86,128
8	69,760	80,245	84,445	86,316	89,382	89,506
9	69,760	80,245	87,815	89,684	92,752	92,887
10	69,760	80,245	91,182	93,054	96,124	96,265
11	69,760	80,245	94,554	96,425	99,493	99,641
12	69,760	80,245	94,554	99,797	102,863	106,093
13	69,760	80,245	94,554	99,797	102,863	106,110
14	69,760	80,245	94,554	99,797	102,863	106,119
15	69,760	80,245	94,554	99,797	102,863	106,127
16	73,272	83,757	98,064	103,309	106,375	109,654
17	73,272	83,757	98,064	103,309	106,375	109,662
18	73,272	83,757	98,064	103,309	106,375	109,672
19	76,782	87,266	101,579	106,818	109,887	113,191
20	76,782	87,266	101,579	106,818	109,887	113,206
21	80,294	90,778	105,086	110,328	113,398	116,775
22	80,294	90,778	105,086	110,328	113,398	116,803
23	83,802	94,290	108,600	113,841	116,911	120,369
24	83,802	94,290	108,600	113,841	116,911	120,404
25	87,316	97,801	112,112	117,351	120,419	123,981
26	87,316	97,801	112,112	117,351	120,419	124,014
27	90,831	101,311	115,621	120,864	123,933	127,559
28	94,338	104,824	119,131	124,376	127,441	131,136

Effective 5-1-26
 Adopted 5-21-26
 Revised 6-25-26
 Adopted __-__-26

**Masters or National Board Certification:
 3.1% of Class 3, Step 3 of Appendix A, Section A = \$1,900**

**2 of: Masters and National Board Certification/Doctorate:
 6.2% of Class 3, Step 3 of Appendix A, Section A = \$3,800**

**Includes 2.93% effective July 1, 2025
 Includes 1.07% effective May 1, 2026**