

**Appendix A  
Section O**

**High School Counselors and Alternative School Counselors**

**DRAFT**

	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>
<b>Step</b>	<b>BA</b>	<b>BA + 15</b>	<b>BA + 30</b>	<b>BA + 45</b>	<b>BA + 60</b>	<b>BA + 75</b>
1	69,201	69,201	69,201	69,201	69,201	69,201
2	69,201	69,201	69,201	69,201	69,879	69,879
3	69,201	69,201	69,201	70,186	73,282	73,368
4	70,485	71,094	71,700	73,589	76,691	76,781
5	70,485	74,421	75,103	76,995	80,097	80,194
6	70,485	77,746	78,510	80,400	83,502	83,608
7	70,485	81,079	81,916	83,804	86,906	87,023
8	70,485	81,079	85,323	87,213	90,312	90,436
9	70,485	81,079	88,728	90,617	93,716	93,854
10	70,485	81,079	92,130	94,022	97,123	97,267
11	70,485	81,079	95,537	97,427	100,528	100,677
12	70,485	81,079	95,537	100,835	103,932	107,197
13	70,485	81,079	95,537	100,835	103,932	107,214
14	70,485	81,079	95,537	100,835	103,932	107,223
15	70,485	81,079	95,537	100,835	103,932	107,230
16	74,034	84,628	99,084	104,383	107,482	110,794
17	74,034	84,628	99,084	104,383	107,482	110,802
18	74,034	84,628	99,084	104,383	107,482	110,813
19	77,580	88,173	102,636	107,929	111,030	114,369
20	77,580	88,173	102,636	107,929	111,030	114,384
21	81,129	91,722	106,178	111,475	114,577	117,990
22	81,129	91,722	106,178	111,475	114,577	118,017
23	84,673	95,271	109,729	115,025	118,127	121,622
24	84,673	95,271	109,729	115,025	118,127	121,656
25	88,224	98,818	113,278	118,572	121,671	125,270
26	88,224	98,818	113,278	118,572	121,671	125,304
27	91,776	102,364	116,824	122,121	125,222	128,886
28	95,319	105,914	120,370	125,669	128,766	132,500

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**

**High School Counselor and Alternative School Counselor:  
Appendix A, Section L, Base salary multiplied by 1.0104**

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