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**Appendix A  
 Section C**

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

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	58,164	58,164	58,164	58,164	60,560	60,560
2	58,164	58,629	59,180	60,829	63,581	63,581
3	61,105	61,658	62,209	63,860	66,608	66,678
4	64,134	64,686	65,238	66,889	69,639	69,721
5	64,134	67,713	68,267	69,922	72,665	72,750
6	64,134	70,740	71,290	72,940	75,693	75,786
7	64,134	73,770	74,317	75,971	78,728	78,825
8	64,134	73,770	77,347	79,000	81,753	81,859
9	64,134	73,770	80,369	82,023	84,780	84,893
10	64,134	73,770	83,405	85,054	87,809	87,931
11	64,134	73,770	86,431	88,078	90,837	90,964
12	64,134	73,770	86,431	91,107	93,861	96,813
13	64,134	73,770	86,431	91,107	93,861	96,961
14	64,134	73,770	86,431	91,107	93,861	96,969
15	64,134	73,770	86,431	91,107	93,861	96,974
16	67,115	76,751	89,413	94,092	96,844	99,838
17	67,115	76,751	89,413	94,092	96,844	99,843
18	67,115	76,751	89,413	94,092	96,844	99,852
19	70,097	79,733	92,393	97,073	99,827	102,838
20	70,097	79,733	92,393	97,073	99,827	102,856
21	70,097	79,733	92,393	97,073	99,827	102,883
22	73,079	82,716	95,376	100,056	102,810	105,886
23	73,079	82,716	95,376	100,056	102,810	105,908
24	76,061	85,698	98,360	103,035	105,789	108,939
25	76,061	85,698	98,360	103,035	105,789	108,969
26	79,042	88,679	101,341	106,019	108,773	112,004
27	79,042	88,679	101,341	106,019	108,773	112,033
28	82,025	91,661	104,320	108,999	111,753	115,044
29	85,006	94,643	107,306	111,984	114,737	118,083

Effective 7-1-23  
 Adopted 2-15-24

**Masters or National Board Certification:**

**3.1% of Class 3, Step 3 of Appendix A, Section A = \$ 1,803**

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

**6.2% of Class 3, Step 3 of Appendix A, Section A = \$ 3,606**

**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**

**Includes 5% in July, 2023**