

COUNSELORS/CWAs/INSTRUCTIONAL COACHES/STUDENT AFFAIRS DIRECTORS/TOSAs, YEAR 1
SALARY SCHEDULE 2023-2024, SALARY SCHEDULE 1
EFFECTIVE 7-1-2023

Experience Year Step	I Bachelor's Degree	II Bachelor's Degree plus 17 Semester Units	III Bachelor's Degree plus 34 Semester Units or Master's Degree	IV Bachelor's Degree plus 51 Semester Units Incl. Master's Degree or Bachelor's Degree + 58 Sem. Units	V Bachelor's Degree plus 68 Semester Units Incl. Master's Degree
1	\$74,172	\$74,172	\$74,172	\$77,189	\$81,639
2	74,172	74,172	76,611	81,036	85,456
8	90,717	95,135	99,562	103,984	108,414
9	94,537	98,941	103,386	107,815	112,237
10	98,371	102,789	107,208	111,639	116,067
11	98,371	106,615	111,046	115,466	119,893
12	98,371	106,615	114,867	119,288	123,717
13 - 14	98,371	106,615	118,695	123,124	127,544
15 - 19 (15 yr. Anniversary Step)		106,615	118,695	126,946	131,368
20 - 24 (20 yr. Anniversary Step)		106,615	118,695	130,772	135,186
25 - 29 (25 yr. Anniversary Step)		106,615	118,695	134,592	139,023
30 (30 yr. Anniversary Step)		106,615	118,695	138,415	142,839

1. Full credit is allowed for each year of previous experience in EMUHSD. A minimum of 75% of any one school year constitutes one year of experience.
to the actual receipt of the BA Degree being conferred by July 31 of the year that the course work is completed or
2. within a reasonable time thereafter. "To be eligible for column movement, a certificated employee must file the proper documentation where required with the office of Certificated Personnel. The District shall pay the increased salary no later than three regular pay periods or three months, whichever is longer, after the employee has filed the proper documentation."
- 3.
- 4.
5. Effective June 30, 2003 movement beyond Column II on the salary schedule shall be limited to certificated employees with preliminary or clear credentials.
6. A full-time CTE credentialed teacher without a bachelor's degree will not advance beyond column I. Upon completion of a bachelor's degree, these teachers will be credited for semester units earned in acquiring their credential and other semester units earned that were not directly related to the acquisition of the bachelor's degree.

COUNSELORS/CWAs/INSTRUCTIONAL COACHES/STUDENT AFFAIRS DIRECTORS/TOSAs, YEAR 2
SALARY SCHEDULE 2023-2024, SALARY SCHEDULE 2
EFFECTIVE 7-1-2023

Experience Year		I Bachelor's Degree	II Bachelor's Degree plus 17 Semester Units	III Bachelor's Degree plus 34 Semester Units or Master's Degree	IV Bachelor's Degree plus 51 Semester Units Incl. Master's Degree or Bachelor's Degree + 58 Sem. Units	V Bachelor's Degree plus 68 Semester Units Incl. Master's Degree
1		\$77,912	\$77,912	\$77,912	\$80,927	\$85,377
2		77,912	77,912	80,349	84,774	89,192
3		77,912	79,742	84,164	88,590	93,026
4		79,147	83,577	87,999	92,425	96,851
5		82,973	87,400	91,828	96,252	100,678
6		86,808	91,222	95,647	100,068	104,496
7		90,619	95,048	99,478	103,898	108,329
8		94,452	98,872	103,300	107,721	112,150
9		98,272	102,675	107,124	111,551	115,974
10		102,104	106,525	110,945	115,375	119,803
11		102,104	110,352	114,782	119,203	123,630
12		102,104	110,352	118,600	123,024	127,454
13 - 14		102,104	110,352	122,428	126,858	131,281
15 - 19	(15 yr. Anniversary Step)		110,352	122,428	130,682	135,106
20 - 24	(20 yr. Anniversary Step)		110,352	122,428	134,508	138,924
25 - 29	(25 yr. Anniversary Step)		110,352	122,428	138,331	142,760
30	(30 yr. Anniversary Step)		110,352	122,428	142,154	146,577

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	I	II	III	IV	V
Year	Step				
1	\$82,888	\$82,888	\$82,888	\$85,903	\$90,355
2	82,888	82,888	85,325	89,749	94,170
3	82,888	84,721	89,144	93,569	98,007
4	84,126	88,554	92,978	97,402	101,830
5	87,952	92,376	96,805	101,232	105,654
6	91,784	96,201	100,625	105,049	109,473
7	95,596	100,026	104,456	108,877	113,306
	107,085	115,327	127,408	131,837	136,260