

**NEWARK UNIFIED SCHOOL DISTRICT**  
**2024/2025 Certificated Counselor Salary Schedule**

Annual rate based on 1.00 FTE, 196 days

*Board approved 1.75% increase 11/18/25 effective 1/1/24*

<b>COLUMN STEP</b>	<b>I BA + 30</b>	<b>II BA + 45</b>	<b>III BA + 60</b>	<b>IV BA + 75</b>
1	82,460	84,047	86,425	90,022
2	86,267	88,015	90,390	93,564
3	90,072	91,976	94,354	97,527
4	93,882	95,941	98,321	101,492
5	97,688	99,906	102,283	105,455
6	101,492	103,868	106,248	109,418
7	105,299	107,837	110,215	113,385
8	107,041	109,579	111,960	115,130
9	108,785	111,325	113,705	116,873
10	110,529	113,070	115,446	118,621
11	112,270	114,811	117,188	120,361
12	114,016	115,998	118,935	122,105
13	115,763	118,300	120,679	123,850
14	117,505	120,045	122,423	125,597
15	119,252	121,792	124,169	127,340
16	120,997	123,537	125,912	129,085
17	122,740	125,275	127,655	130,826
18	122,740	127,025	129,402	132,571
19	122,740	127,025	131,142	134,319
20	122,740	127,025	132,891	136,060
21	122,740	127,025	132,891	137,806
22	122,740	127,025	132,891	139,548
23	122,740	127,025	132,891	141,296
24	122,740	127,025	132,891	143,038
25	122,740	127,025	132,891	144,783

Due to rounding in the automated payroll system, rates shown on this schedule may not be exact figures and are being provided for general purposes only.

Employees who do not have a preliminary or clear credential from a state recognized agency will be frozen on their current step until the school year following the date they receive their preliminary or clear California credential.

**Education Stipends**

**Masters:** \$1,000 in addition to regular placement, limit 2\*

**Doctorate:** \$2,000 in addition to regular placement, limit 1\*

**National Board Certification:** \$1,500 in addition to regular placement, limit 1\*

\*Payment for the degrees earned or new hire during the school year will be pro-rated

**Benefits:** The District does not provide a separate allocation for insurance fringe benefits.