



2025-2026 Certified School-Based Support Staff Initial Placement Compensation Guide

Starting Base					
Counselor	Academy/ Instructional Coach	Librarian	Social Worker	Student Support Specialist	TOSA
\$50,556	\$55,505	\$50,556	\$53,329	\$50,382	\$50,556
193 Days					

Total Base Salary:	Starting Base + Experience + Education
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Additional Compensation and Benefits:

Instructional Improvement:	\$350 - paid on first check in August
Pay for Performance:	\$4,000 - paid 1/2 in December and 1/2 in June
Prop 301 Compensation:	\$3,900- paid 1/2 in December and 1/2 in March
	8% of Base Salary
TOSA:	TOSA stipend in consideration of extra duties
Earned Leave:	Discretionary, Sick Leave, Vacation in accordance with work calendar, policy and contract
Employee Medical :	District contribution of \$723.93/month towards employee's medical plan (must work 30 hrs/week)
Life Insurance:	District -paid life insurance in amount equivalent to base salary (30 hrs/week required)
State Retirement:	District matches employee contribution of 12.20% per pay
Voluntary Benefits:	Dental, Vision, Short-Term Disability, other insurance products (30 hrs/week required)

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Counselor/ Librarian/ TOSA	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$50,556	\$53,328	\$57,948
1	\$50,656	\$53,428	\$58,048
2	\$50,856	\$53,628	\$58,248
3	\$51,206	\$53,978	\$58,598
4	\$51,706	\$54,478	\$59,098
5	\$52,306	\$55,078	\$59,698
6	\$52,956	\$55,728	\$60,348
7	\$53,706	\$56,478	\$61,098
8	\$54,456	\$57,228	\$61,848
9	\$55,256	\$58,028	\$62,648
10	\$56,206	\$58,978	\$63,598
11	\$57,156	\$59,928	\$64,548
12	\$58,106	\$60,878	\$65,498

Academy/ Instructional Coach	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$55,505	\$58,277	\$62,897
1	\$55,605	\$58,377	\$62,997
2	\$55,805	\$58,577	\$63,197
3	\$56,155	\$58,927	\$63,547
4	\$56,655	\$59,427	\$64,047
5	\$57,255	\$60,027	\$64,647
6	\$57,905	\$60,677	\$65,297
7	\$58,655	\$61,427	\$66,047
8	\$59,405	\$62,177	\$66,797
9	\$60,205	\$62,977	\$67,597
10	\$61,155	\$63,927	\$68,547
11	\$62,105	\$64,877	\$69,497
12	\$63,055	\$65,827	\$70,447

Social Worker	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$53,329	\$56,101	\$60,721
1	\$53,429	\$56,201	\$60,821
2	\$53,629	\$56,401	\$61,021
3	\$53,979	\$56,751	\$61,371
4	\$54,479	\$57,251	\$61,871
5	\$55,079	\$57,851	\$62,471
6	\$55,729	\$58,501	\$63,121
7	\$56,479	\$59,251	\$63,871
8	\$57,229	\$60,001	\$64,621
9	\$58,029	\$60,801	\$65,421
10	\$58,979	\$61,751	\$66,371
11	\$59,929	\$62,701	\$67,321
12	\$60,879	\$63,651	\$68,271

SSS	Bachelor's Degree	Master's Degree	Doctoral Degree
0	\$50,382	\$53,154	\$57,774
1	\$50,482	\$53,254	\$57,874
2	\$50,682	\$53,454	\$58,074
3	\$51,032	\$53,804	\$58,424
4	\$51,532	\$54,304	\$58,924
5	\$52,132	\$54,904	\$59,524
6	\$52,782	\$55,554	\$60,174
7	\$53,532	\$56,304	\$60,924
8	\$54,282	\$57,054	\$61,674
9	\$55,082	\$57,854	\$62,474
10	\$56,032	\$58,804	\$63,424
11	\$56,982	\$59,754	\$64,374
12	\$57,932	\$60,704	\$65,324